

Market Chambers - Compulsory Purchase Order

Equality Impact Assessment

Hyndburn Borough Council

June 2023

Quality information

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1. Introduction

1.1 Purpose

AECOM has been commissioned by Hyndburn Borough Council (the Council) to undertake an Equality Impact Assessment (EqIA) to determine the likely positive and negative impacts that may arise from the proposed Compulsory Purchase Order (CPO) for Market Chambers in Accrington. The CPO will facilitate the second phase of the comprehensive redevelopment and improvement of 'Accrington Acre', which is included within the approved strategic Town Centre Investment Plan (TCIP).

An EqIA is a systematic assessment of the potential or actual effects of plans, policies, or proposals on groups with protected characteristics¹ as defined by the Equality Act 2010. The purpose of the Market Chambers EqIA is to consider how the CPO would contribute to the realisation of equality effects in and around the proposed site. Its aims are to:

- Assess the potential **direct** impacts that the compulsory acquisition of property interests could have on groups and individuals sharing protected characteristics currently using the Market Chambers site;
- Identify ways in which groups with protected characteristics may experience indirect positive or negative impacts as a result of the CPO facilitating the redevelopment of Market Chambers; and
- Support the Council's fulfilment of the Public Sector Equality Duty (PSED) and identify means of mitigating any identified impacts and continue to update and review such assessment as appropriate.

1.2 Project background

The premise for the CPO is to acquire compulsorily the land, existing rights, and interests at Market Chambers where agreement cannot be reached with current residents and businesses, to deliver the Accrington Acre redevelopment. The redevelopment project is in line with national (the National Planning Policy Framework), regional (Council's Local Plan) and local (Accrington Area Action Plan) policy which recognise the need for improved town centres that offer a greater range of services and facilities. Maintaining and enhancing town centre competitiveness is crucial with the growing popularity of online shopping, virtual working, and post-pandemic trends that incline people to stay at home².

In pursuit of this goal, the Council, in partnership with consultants and stakeholders began developing a TCIP in June 2021. An assessment process was undertaken based on HM Treasury 'Five Case Model'. This included 30 potential schemes put forward to stakeholders with 18 potential interventions being included in the final agreed TCIP announced in January 2022.

In March 2022, the Council secured Cabinet approval in support of the TCIP and Levelling Up Fund (LUF) submission. The LUF submission comprised 3 of the 18 potential town-centre interventions, which were:

- Improvements and redevelopment to the block 61-79 Blackburn Road, Accrington to offer 3 floors of communal workspaces / offices – the intervention known as **Burtons Chambers**;
- Redevelopment of the Indoor Market Hall and outdoor pavilions along Peel Street, Accrington to provide a new food and beverage 'street food' style eating, drinking and social meeting space – the intervention known as **Market Hall**; and

¹ Protected characteristics are: Age, sex, belief or religion, race, disability, sexual orientation, gender reassignment, marriage/civil partnership and pregnancy and maternity.

² Local Government Association, Creating resilient and revitalised high streets in the 'new normal', (2022). Available at: [Creating resilient and revitalised high streets in the 'new normal' | Local Government Association](#)

- Improvements and redevelopment to the properties of 43-59 Blackburn Road / 2- 4 Church Street, Accrington to provide an exciting new dedicated art, heritage, and culture hub – the intervention known as **Market Chambers**.

On 18th January 2023 the Government announced the award of £2.1bn in Round 2 of the LUF, shared across 111 areas. Of this, £20m was awarded to the three Accrington Acre proposals, supported by a further £1.5m from Lancashire County Council and £2m from Hyndburn Borough Council.

The Council is now seeking to acquire the property interests associated with the above three developments to enable the commencement of the redevelopment proposals. Whilst the Council is actively trying to acquire property interests by agreement there is potential for the use of compulsory purchase powers. This report sets out the potential equality impacts related to the potential use of a CPO to acquire interests in Market Chambers.

1.3 Report structure

Following on from this introduction section, the remainder of the report is structured as follows:

- **Section 2: Methodology** – sets out the approach used to undertake the EqIA;
- **Section 3: Policy and legislation review** – provides context through relevant national, regional, and local policy and legislation associated with equalities and regeneration;
- **Section 4: Summary of the proposed development** – an overview of the development;
- **Section 5: Consultation and engagement** – an overview of community consultation and engagement activities;
- **Section 6: Evidence base and demographic profile** – uses secondary data sources including Census data to form an understanding of residents living within the area;
- **Section 7: Assessment of potential equality impacts** – an assessment of impacts and equality effects of the CPO using the evidence gathered; and
- **Section 8: Conclusions and recommendations** – conclusions and recommendations for enhancing positive equality impacts and minimising potential negative impacts based on available evidence to date.

2. Methodology

2.1 Introduction

This section sets out the approach to assessing the equality impacts of the CPO for Market Chambers. The assessment considers how the CPO could impact (both positively and negatively) current tenants of the building who share protected characteristics. In considering the direct and indirect impacts of the CPO, this EqIA takes a 'worst case scenario'.

The approach for this report follows a three-stage process:

1. Desk-based review -including review of relevant national, regional, and local policies and legislation, the proposal documents and secondary datasets relating to groups with protected characteristics;
2. Appraisal of potential impacts -informed by a consideration of the policy context, consultation responses, equalities baseline data; and
3. Providing recommendations and conclusions.

The approach is based on an understanding of the Equality Act 2010, particularly section 149 regarding the PSED, and supporting technical guidance produced by the Equality and Human Rights Commission (EHRC) as well as AECOM's in-house approach to conducting EqIAs.

2.2 Desk-based review

In addition to a review of recent relevant national, regional, and local policies and legislation, the desk-based review includes the following:

- Review of all relevant documentation regarding the CPO and redevelopment proposals for the site including design information and other relevant assessment work;
- Review of national and local datasets to develop an equalities baseline profile of groups with protected characteristics within and surrounding the site including Census data; and
- Review of the consultation activities to date in relation to the proposals undertaken by the Council to identify any issues of relevance to this EqIA.

2.3 Assessment of impacts

The assessment of equality impacts considers the information gathered through the above activities. A judgement is made as to how the proposals would contribute to the realisation of effects for people with protected characteristics as defined in the Equality Act 2010.

These protected characteristics are:

- **Age:** this refers to persons defined by either a particular age or a range of ages. This can include children (aged under 16), young people (aged 16-25), older people or pensioners (i.e., those aged 65+), the elderly/very old (i.e., those aged 85+);
- **Disability:** a disabled person is defined as someone who has a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. It can also include people who have progressive conditions such as HIV, cancer, or multiple sclerosis (MS) - even where someone is able to carry out day to day activities;
- **Gender reassignment:** this refers to people who are proposing to undergo, are undergoing, or have undergone a process for the purpose of reassigning their gender;
- **Marriage and civil partnership:** marriage or civil partnership can be between a man and a woman or between two people of the same sex;

- **Pregnancy and maternity:** pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth;
- **Race:** the Equality Act 2010 defines race as encompassing colour, nationality (including citizenship) and ethnic or national origins;
- **Religion or belief:** religion means any religion a person follows. Belief means any religious or philosophical belief, and includes those people who have no formal religion or belief;
- **Sex:** this refers to a man or to a woman or a group of people of the same sex, while gender refers to the wider social roles and relationships that structure men's and women's, boys', and girls' lives;
- **Sexual orientation:** a person's sexual orientation relates to their emotional, physical and/or sexual attraction and the expression of that attraction.

Although income is not classed as a protected characteristic under the Equality Act 2010, the assessment also considers equality implications from the perspective of low-income households. The assessment considers both disproportionate and differential impacts on groups with protected characteristics. A disproportionate equality effect arises when an impact has a proportionately greater effect on protected characteristic groups than on the general population overall at a particular location.

For the purposes of this EqIA, disproportionality arises:

- Where an impact is predicted for the study area, where protected characteristic groups are known to make up a greater proportion of the affected resident population than their representation in Hyndburn; or
- Where an impact is predicted on a community resource which is predominantly or heavily used by protected characteristic groups (e.g., primary schools attended by children; care homes catering for elderly people).

A differential equality effect is one which affects members of a protected characteristic group differently from the rest of the general population because of specific needs, or a recognised vulnerability associated with their protected characteristic. In some cases, protected characteristic groups are subject to both disproportionate and differential equality effects. The EqIA considers impacts on groups of people and not those on specific individuals.

The criteria used to determine disproportionate or differential impacts with respect to protected characteristic groups include:

- People who share a protected characteristic form a disproportionately large number of those adversely affected by the proposals;
- Amongst the population affected by the proposals, people who share protected characteristics are particularly vulnerable or sensitive to a possible impact in relation to their possessing a specific protected characteristic;
- The proposals may either worsen or improve existing disadvantage (e.g., housing deprivation or economic disadvantage) affecting people who share a protected characteristic;
- People with shared protected characteristics amongst the affected population may not have an equal share in the benefits arising from the proposals. This can be either due to direct or indirect discrimination or where the groups experience barriers to realising such benefits, unless suitable mitigations are proposed to overcome those barriers; and
- The proposals may worsen existing community cohesion amongst the affected local population or exacerbate conflicts with community cohesion policy objectives.

3. Policy and legislation review

3.1 UK legislation

3.1.1 Equality Act 2010 and the Public Sector Equality Duty (PSED)

The Equality Act 2010 is a major piece of UK legislation which provides the framework to protect the rights of individuals against unlawful discrimination and to advance equal opportunities for all. Section 149 of the Equality Act sets out the PSED to which the Council, as a public body, is subject in carrying out all its functions, including in the exercise of its CPO powers.

Those subject to the PSED must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

These are sometimes referred to as the three aims or arms of the PSED. The Act explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics;
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people; and
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The Act states that meeting different needs involves taking steps to take account of disabled peoples' disabilities. It describes fostering good relations as tackling prejudice and promoting understanding between people from different groups. It states that compliance with the duty may involve treating some people more favourably than others.

The duty covers the following eight protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation as described Section 2.3 of this report.

Public authorities also need to have due regard to the need to eliminate unlawful discrimination against someone because of their marriage or civil partnership status. This means that the first arm of the duty applies to this characteristic, but that the other arms (advancing equality and fostering good relations) do not apply.

3.1.2 Compulsory Purchase Order

Compulsory purchase powers are provided to enable acquiring authorities to compulsorily purchase land to carry out a function which Parliament has decided is in the public interest. Anyone who has land acquired is generally entitled to compensation. Local authorities have CPO powers under the Acquisition of Land Act 1981, the Town and Country Planning Act 1990 and other specific Acts of Parliament to promote development and regeneration. The CPO process comprises several stages, including Resolution to make the CPO, the making of the CPO, the consideration of any objections to the CPO (ordinarily heard in a public inquiry), the inquiry, the confirmation and publication of the CPO, the implementation of the CPO and the assessment and payment of Compensation to affected landowners. The acquiring authority does not have the powers to compulsorily acquire land until the CPO is confirmed by the relevant Government minister or the acquiring authority is directed to confirm the CPO itself where no objections are received and certain criteria are satisfied. However, they can acquire by agreement at any time, and they should endeavour to do so before acquiring by compulsion.

The Government guidance on the CPO process³ includes an explanation of how the PSED should be considered. The guidance confirms that in exercising compulsory purchase powers public sector acquiring authorities must have regard to the effect of any differential impacts on groups with protected characteristics.

The guidance acknowledges that an important use of compulsory purchase powers is to help regenerate run-down areas. Although low income is not a protected characteristic, it is not uncommon for people from ethnic minorities, the elderly, or people with a disability to be over-represented in low-income groups. As part of the PSED, acquiring authorities must have due regard to the need to promote equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it. This means that the acquiring authority may need to develop a process which promotes equality of opportunity by addressing problems that people with certain protected characteristics might have (e.g., making sure that documents are accessible for people with sight problems or learning difficulties and that people have access to advocates or advice).

Through the CPO process the acquiring authority should demonstrate that it has considered alternatives to the scheme underlying the CPO, and whether the public benefits of the scheme could be delivered without interfering with the private rights of existing owners and occupiers, or via a method where the impact would not be so detrimental.

3.2 National policy

3.2.1 National Planning Policy Framework⁴

The current version of the National Planning Policy Framework (NPPF) was adopted in July 2021 and consolidates the Government's economic, environmental, and social planning policies for England into a single document and describes how it expects these to be applied. The NPPF provides overarching guidance on the Government's development aims and is supplemented by National Planning Practice Guidance.

While the NPPF does not contain specific guidance on equalities, it does emphasise the importance of sustainable development and the need to support a healthy and just society. This is reflected in the key dimensions of sustainable development which relate to the economic, social, and environmental roles of the planning system:

- The economic role contributes to building “a strong, responsive and competitive economy, by ensuring that sufficient land of the right type is available in the right places and at the right time to support growth, innovation and improved productivity; and by identifying and coordinating development requirements, including the provision of infrastructure”;
- The social role supports “strong, vibrant and healthy communities by “providing the supply of housing required to meet the needs of present and future generations; and by creating a high-quality built environment, with accessible local services that reflect the community's needs and support its health, social and cultural well-being”; and
- The environmental role contributes to protecting and enhancing the “natural, built and historic environment; and, as part of this, helping to improve biodiversity, use natural resources prudently, minimise waste and pollution, and mitigate and adapt to climate change including moving to a low carbon economy”.

The NPPF identifies key principles that local planning authorities should ensure that they consider when performing their functions, including:

- Local strategies to improve health, social and cultural wellbeing for all;
- The delivery of sufficient community and cultural facilities and services to meet local needs;

³ Ministry of Housing, Communities & Local Government (2018). Guidance on Compulsory purchase process and the Crichton Down Rules. Available at: [Compulsory purchase process and the Crichton Down Rules - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/744447/Compulsory_purchase_process_and_the_Crichton_Down_Rules_-_GOV.UK_(www.gov.uk).pdf)

⁴ Ministry of Housing, Communities and Local Government. (2021) National Planning Policy Framework. Available at: [National Planning Policy Framework - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/981622/National_Planning_Policy_Framework_-_GOV.UK_(www.gov.uk).pdf)

- The requirement to plan for the needs of different groups within communities.

In Chapter 8, the NPPF outlines how planning policy should help promote healthy and safe communities by taking a positive and collaborative approach to enable development to be brought forward. The NPPF emphasises that planning policies and decisions should aim to create places which offer: opportunities for social interaction and meetings between members of the community through the delivery of mixed-use developments, strong neighbourhood centres and active street frontages; safe and accessible environments which include social, recreational and cultural facilities and services the community needs; a sufficient choice of school places to meet the needs of existing and new communities; and access to high quality open spaces and opportunities for sport and recreation.

3.2.2 Levelling Up Fund⁵

The Levelling Up Fund was first announced in November 2020 as part of the 2020 Spending Review. Its aim is to support local communities in left behind regions of the UK by 'levelling up' their infrastructure. The delivery of small-scale infrastructure projects, such as regenerating a town centre, help bring pride to local areas and tackle economic differences that remain between different parts of the country.

Investment from the fund is allocated in rounds; Local Authorities can submit bids for investment worth up to £20mn in each round. Round 1 funding was announced in October 2021 with a total of £1.7bn being allocated to 105 successful applications. Round 2 funding was announced in January 2023 with £2.1bn awarded to 111 projects.

3.3 Regional policy

3.3.1 Pennine Lancashire Growth and Prosperity Plan 2016-2032⁶

The Pennine Lancashire Growth and Prosperity Plan has been produced by Pennine Lancashire Leaders and Chief Executives and covers the five local authority areas of Blackburn with Darwen (BwD), Burnley, Hyndburn, Pendle and Rossendale, and includes Lancashire County Council. The Plan sets out the ambition to accelerate economic growth and housing development in Pennine Lancashire, closing the productivity gap and ensuring that Pennine Lancashire builds on its position as a major contributor to the Lancashire Economy and the Northern Powerhouse.

The Plan aims to provide a basis on which Pennine Lancashire can have; a prosperous economy driven by innovative business, a diversified economy with growth in employment and high value sectors including digital, health and energy, a closure of the productivity gap that exists, and to become a place that people aspire to live in with high quality housing, an attractive lifestyle, cultural and leisure offering. In achieving this vision, by 2032 it aims to deliver:

- 28,000 new homes;
- 1.28 million m² of commercial floor space;
- £500mn additional Gross Value Added (GVA) p.a.; and
- 14,000 new jobs.

The Plan comprises four strategic objectives:

- Population, Labour Supply and Housing Growth – attract, grow and retain a skilled working age population through a major house building programme.
- Productivity, Employment Growth and Innovation – improve productivity, especially in advanced manufacturing, with higher levels of private sector led R&D.

⁵ UK Government (2023). New levelling up and community investment. Available at: [New levelling up and community investments - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/news/new-levelling-up-and-community-investment)

⁶ Pennine Lancashire (2016). Growth and Prosperity Plan 2016-2032. Available at: [Pennine Lancashire Growth and Prosperity Plan 2016-2032 | Rossendale Borough Council](https://www.penninelancashire.gov.uk/growth-and-prosperity-plan-2016-2032)

- Education, Skills and Workforce Participation – improve educational attainment and remove barriers to work force participation.
- Connectivity and Infrastructure – maximise and promote Pennine Lancashire’s competitive advantage as a business location at the centre of the Northern Powerhouse through major infrastructure investment.

3.4 Local policy

The ‘Proposed Submission Version’ of Hyndburn Borough Council’s new Local Plan is awaiting submission to the Government Planning Inspectorate for examination, hence the Core Strategy and Action Plan from 2012 have been reviewed alongside the TCIP.

3.4.1 Accrington Town Centre Investment Plan (TCIP) 2022-2032⁷

Accrington’s TCIP sets out the vision, challenges and strategy for development over the next decade. It was published in January 2022 and supported Accrington’s bid for LUF funding that has since been awarded.

The vision for the town centre is based on a drive for regeneration which aims to create a vibrant, bustling and proud market town that forms the gateway to the Pennines and Lake District, and builds on a legacy of hard work and entrepreneurship.

The Plan identifies a number of challenges and opportunities including:

- Economy and visitors – high economic inactivity and low wages for those in work. However, there are opportunities to diversify the local economy.
- Living standards and housing – there are severe pockets of deprivation in Accrington, as well as an oversupply of retail space contributing to a high number of vacant units in the town centre.
- Education and skills – there is significant divergence between the national average and Hyndburn residents achieving A-level qualifications or above. Around 20% of Hyndburn’s residents had no qualifications in 2011. The rate of new business failure is also significantly higher than the national average in Hyndburn.

Objectives to measure the success of the TCIP include:

- Increased visitor and tourist numbers
- Improved and diversified retail offer
- Fewer empty shops and other empty commercial premises

Potential interventions included in the TCIP include:

- Market Hall – alongside the town square, this building will form the centre of Accrington Acre. Refurbishment and transformation into a high-end eating, drinking and cultural venue to support small independent traders will be the basis of the intervention.
- Transformation of Blackburn Road and Church Street – renovating and repurposing the ‘run-down’ the town centre into independent cafes, restaurants and high-end retailers will support Hyndburn’s entrepreneurs and traders.
- Transformation of Burton’s Chambers – bringing the Art Deco heritage building back into full use by repurposing its ground floor into cafes, restaurants and high-end retailers, with potential to transform the upper floors into co-working space.

The estimated impact of the Plan was that Accrington will see an additional 73,000-821,000 visitors per year, a £9.6mn per year economic boost, and between 250 and 275 jobs created.

⁷ Hyndburn Borough Council (2022). Accrington Town Centre Investment Plan 2022-2023. Available at: [Accrington-TCIP-70122.pdf \(hyndburnbc.gov.uk\)](https://www.hyndburnbc.gov.uk/70122.pdf)

3.4.2 Hyndburn Borough Council Core Strategy (2012)⁸

The aim of the Core Strategy is to establish the strategic policy framework for the development of Hyndburn up to 2026. The Strategy identifies key issues facing the borough to 2026, and addresses interlinked economic, social and environmental issues to produce effective policies and achieve sustained improvement.

Against these issues, the Core Strategy's vision to 2026 is for Hyndburn to be a distinctive, prosperous and vibrant area of Pennine Lancashire recognised for the collective quality and attractiveness of its market towns and landscape setting. Sustainable economic growth will support the Borough in providing a sought-after lifestyle with more skilled local and specialist jobs in the market towns and townships.

3.4.3 Accrington Area Action Plan (2012)⁹

The vision of the Accrington Area Action Plan is that Accrington will become a vibrant floral market town with an excellent quality of place at the heart of Pennine Lancashire. The Plan sets out the statutory planning policy for how Accrington town centre will change over the next 10-20 years. The need to develop the plan stems from six strategic objectives:

- Strengthening the retail position;
- Becoming a visitor destination;
- Enhancing the quality of the environment;
- Improving access, movement and transport;
- Promoting investment and business development; and
- Improving educational and training opportunities.

The Plan identifies that Accrington should emphasise its traditional character and build on its architectural and historical strength around the Market, attracting retailers, business and future redevelopment to the town centre. There is a notable lack of restaurants and a weak evening economy, whilst proposals for new business and workspace hubs will increase economic activity, business start-up and entrepreneurialism in the town.

Hyndburn Borough Council - Our Equality and Diversity Strategy: 2020-2025¹⁰

The Council's Equality and Diversity Strategy outlines key equality issues facing Hyndburn Borough (the Borough), potential avenues to address these issues, and also the Council's Vision 'Driving growth and prosperity in Hyndburn'. The Strategy highlights the Council's alignment with the PSED, identifies key statistics and issues regarding protected characteristic groups in the Borough, and actions the Council will take in order to promote equality between groups.

The Council aims to go beyond its legislative duties and actively promote equality for residents and address existing issues. The Strategy is about treating people fairly and recognising their differences, which works at three levels:

- Community relations – engaging with and understanding the needs of communities;
 - Service delivery – taking into account differences by providing a choice of services and responding to a range of needs; and
 - Internally – how the Council applies its HR policies, and attitudes and differences in the workplace.
- The Council also establishes how it will deliver its equality objectives:

⁸ Hyndburn Borough Council (2012). The Core Strategy. Available at: [Adopted Core Strategy \(hyndburnbc.gov.uk\)](https://www.hyndburnbc.gov.uk/adopted-core-strategy)

⁹ Hyndburn Borough Council (2012). Adopted Accrington Area Action Plan. Available at: [Adopted Accrington Area Action Plan \(hyndburnbc.gov.uk\)](https://www.hyndburnbc.gov.uk/adopted-accrington-area-action-plan)

¹⁰ Hyndburn Borough Council (2020) Our Equality and Diversity Strategy 2020-2025. Available at: [Our Equality and Diversity Scheme: 2020-2025 \(hyndburnbc.gov.uk\)](https://www.hyndburnbc.gov.uk/our-equality-and-diversity-scheme-2020-2025)

- Customer First Analyses: carry out Equality Impact Assessments to assess, consult, and understand the effect of a policy, project, or service is likely to have on different groups of people;
- Responsibility for Equalities: all elected members of staff have responsibility for delivering fair services to all, and to ensure equality issues are considered in decision-making and policy development;
- Reporting procedures: ensure the Hate Crime and Incident Procedure, and Grievance, Whistleblowing and Complaints Procedure, are understood and utilised when necessary by Council staff; and
- Employment and training: anyone involved with recruitment and selection of employees to the Council is following good management practice and legal obligations. Monitoring of information and statistics regarding the profile of applicants entering the recruitment process is carried out. Diversity training aims to address diversity issues and raise awareness, it also incorporates links to the equality objectives.

Key points regarding the protected characteristic groups in the Borough are outlined below, with further statistical analysis provided under the evidence baseline;

- Disability: measures the Council will try to do when carrying out its functions (employment, service delivery, budget setting, procurement) include; promote positive attitudes towards people with disabilities, encourage participation by people with disabilities in public life, promote equality of opportunity, eliminate disability-related harassment.
- Gender: promoting equality of opportunity between people of different gender identities, and eliminating sex discrimination and unlawful discrimination against men, women, and those undergoing gender reassignment are key to the Council's gender strategy.
- Race: the Council recognises its position as a public authority and its requirement to promote race equality and ensure that employment and services are fair and accessible for everyone.
- Religion and belief: the Council recognises the positive impact faith groups have on Hyndburn's communities as they bring opportunities to create face-to-face dialogue and support a greater understanding of shared values.
- Age: recognition that law regarding age discrimination covers organisations providing goods, facilities, services, and carrying out public services, is provided in the Strategy. The Council also recognises issues facing older people in rural areas, who can face social isolation and feel cut off from the wider community.
- Sexual orientation: the Council recognises that people cannot be discriminated against because they are heterosexual, gay, lesbian or bisexual or because someone thinks they have a particular sexual orientation.
- Marriage and civil partnership: the Strategy provides statistics relating to marriage and civil partnership for Hyndburn, these are provided under the evidence baseline.
- Pregnancy and maternity: the Council recognises the specific provisions of the Equality Act relating to employment rights for women who are pregnant or have recently given birth. Also, recognition that pregnancy and maternity-related discrimination can occur within employment is provided.
- Socio-economic inequality: whilst not a protected characteristic under the Equality Act, the Council considers socio-economic inequality as an important issue that can impede individuals and communities in terms of getting on, getting educated, and getting a job. The Council acknowledges that socio-economic disadvantage can occur due to a range of factors including poverty, health, housing, education and family background.

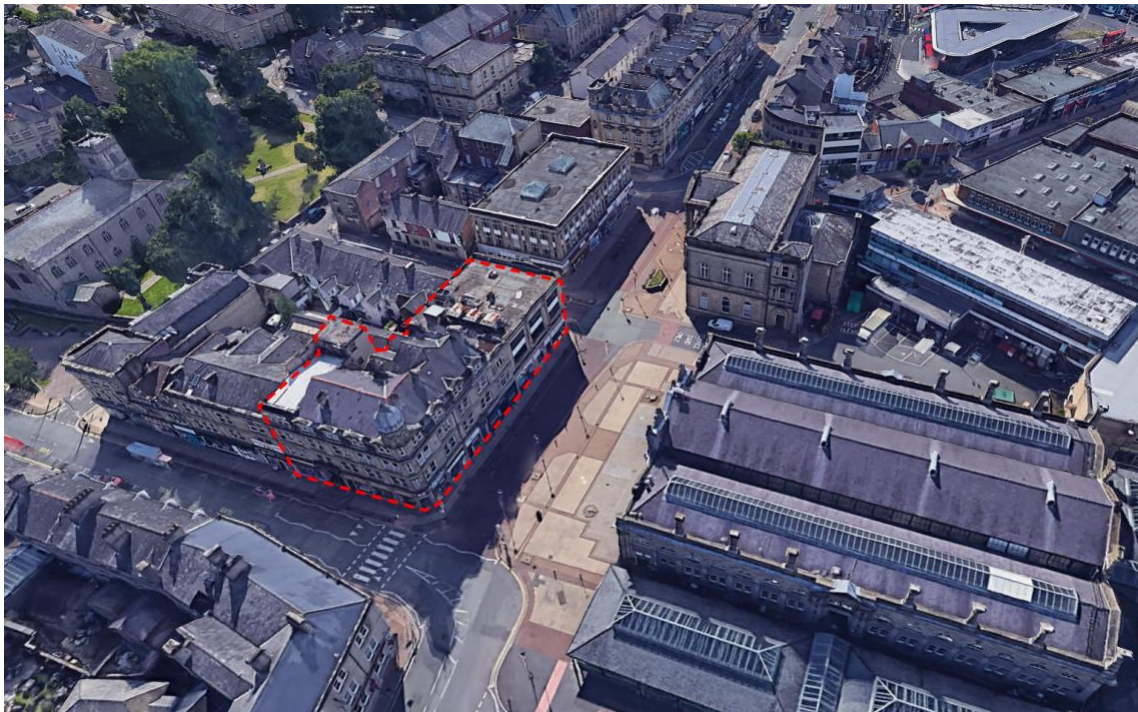
4. Summary of the development

4.1 Current site

The Market Chambers site is comprised of 43-59 Blackburn Road and 2-4 Church Street (see Figure 4-1 below) within the Barnfield Ward of Hyndburn Borough. The site is bound by Blackburn Road to the north, Church Street to the east, Holme Street to the south, Dutton Street to the west and sits opposite Accrington Market Hall.

The site contains a mixture of five retail units on the ground floor and 18 residential units on the upper floors. The retail units consist of an amusement arcade, wine bar, confectioner, 'bric-a-brac' household and second hand items shop and a vacant unit. At the time of writing, 13 of the residential units are occupied and five are vacant. One of these units is home to a vulnerable resident, three are vacant, two have been voluntarily vacated through Council acquisition and the remaining 12 are yet to engage with the Council.

Figure 4-1: Street view image of Market Chambers



Source: *Levelling Up Fund Submission (2023)*¹¹

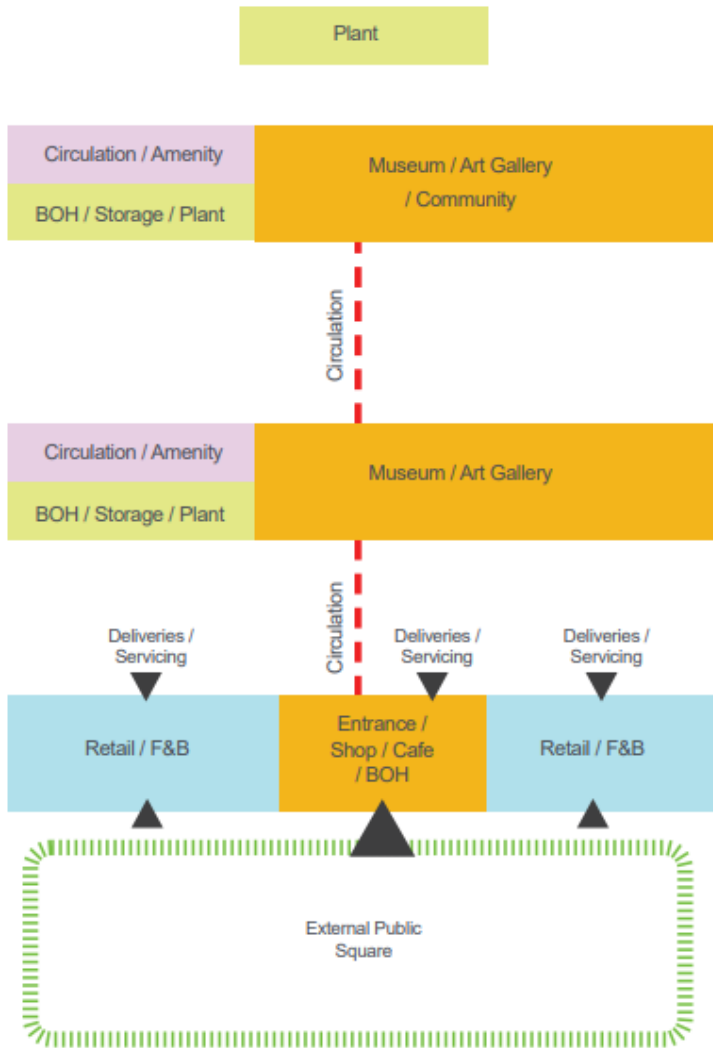
4.2 Proposal

The Levelling Up Fund Submission (2022) details the latest redevelopment proposal for Market Chambers. As shown in the 'Initial Concept' diagram below (Figure 4-2), the upper floors will be converted into a new fully accessible Museum, Art and Culture Facility accessed from the dedicated ground floor entrance. The ground floor units will be provided as 'white boxed' retail to allow for potential future retail or food and beverage services with uniform shop fronts and standardised signage.

The Council have been undertaking consultation with local community groups to define what the new centre and related retail should look like. The next stage in the development of this proposal is the appointment of an architect to design Market Chambers in line with these community interests.

¹¹ AEW Architects (2022). Market Chambers Accrington Town Centre: Levelling Up Funding Submission. Provided by Hyndburn Borough Council.

Figure 4-2: Initial Concept adjacencies diagram



5. Consultation and engagement

This section presents a summary of consultation activities undertaken by the Council in relation to the proposed Market Chambers development, including those supporting the wider Accrington Acre redevelopment scheme.

5.1 Survation Polling 2021

On behalf of Bradshaw Advisory and Hyndburn Borough Council, Survation¹² carried out a representative poll (mirroring the demographics of Hyndburn Borough) of 505 Hyndburn residents between 10th and 23rd August 2021. All residents in the poll were 18 or over and it was conducted via telephone and mobile call. Residents were asked 32 questions regarding the current townscape of Accrington. In the context of this EqIA, a selection of relevant questions and answers have been included below, these are useful to inform and provide evidence behind potential negative and positive impacts of the CPO in section 5.

Q1_Summary. On a scale 1-5 (where 1 is very poor and 5 is very good) how would you rate Accrington town centre for the following? (shops and retail, restaurants and cafes, pubs and nightlife, historic buildings and architecture, green or communal spaces, leisure activities).

- 82% responded poor or very poor in terms of shops and retail; 59% for restaurants and cafes; 30% for historic buildings and architecture; 53% for green or communal space; and 66% for leisure activities.

Q3. Which of the following statements do you feel most closely represents your views?

- a) Accrington Town Centre is a good place to visit?
 - 15% responded yes
- b) Accrington Town Centre is a bad place to visit?
 - 77% responded yes

Q4. Which of the following statements do you feel most closely represent your views?

- a) Accrington Town Centre is in need of regeneration and investment
 - 90% responded yes.

Q5. Which of the following statements do you feel most closely represent your views?

- a) Accrington is good for job opportunities
 - 12% responded yes.
- b) Accrington is poor for job opportunities
 - 65% responded yes.

Q7. Which of the following statements do you feel most closely represent your views?

- a) I feel safe in Accrington town centre
 - 71% of males responded yes. 57% of females responded yes.

Q9. When you visit Accrington what is the usual reason for your visit?

- a) Everyday services (banks, hairdressers, council services)
 - 62% responded yes.
- b) Non-food shopping
 - 41% responded yes.
- c) To visit restaurants or cafes

¹² Survation (2023). Survation – Who are We? Available at: [Survation | Who Are We? | Survation](#)

- 19% responded yes.
- d) For work
- 7% responded yes.
- e) Events
- 4% responded yes.

Q10) *Summary. For the following list do you think there are too many, about the right number, or too few in Accrington town centre?*

a) Shops selling local produce / goods

- 1% responded they think there are too many. 79% responded they think there are too few.

b) Independent restaurants / cafes

- 2% responded they think there are too many. 58% responded they think there are too few.

c) Small / independent shops

- 3% responded they think there are too many. 77% responded they think there are too few.

Q14) *Which of the following do you think MOST needs improving in Accrington Town Centre?*

- Restaurants/cafes: 36% of votes
- Aesthetics/how it looks: 27% of votes

These results highlight that Hyndburn's residents agree that Accrington is a town in need of investment and regeneration, an outcome of which should be to change the currently available selection of retail outlets, services and facilities which are not suited to the desires of the majority of residents. Accrington's historic and architecturally significant buildings are rated relatively highly in comparison to other town centre facilities. However, there is also agreement that restaurants/cafes and the aesthetics of the town centre need improvement. Responses to feelings, or lack thereof, of safety in Accrington town centre expose the gendered perception and experience of crime¹³, something that urban regeneration can play an important role in mitigating¹⁴.

5.2 Culture and Heritage Community Workshops

Throughout March and April, the Council hosted a series of culture and heritage community workshops with various groups of stakeholders. The Council presented their vision for a 'heritage and culturally' led building alongside design inspiration which integrates the architecture of Accrington.

Four workshops were undertaken as follows:

- Workshop 1 - Thursday 9th March at Accrington Town Hall;
- Workshop 2 – Monday 3rd April at Elmfield Hall;
- Workshop 3 - Thursday 20th April at Clayton Community Centre; and
- Workshop 4 - Friday 21st April at The Rhyddings School.

5.3 Survation Polling 2023

Further to the polling in 2021, between 10th-18th May 2023 Survation conducted telephone interviews with 521 people aged 18+ living in Hyndburn to specifically explore Accrington's arts, heritage and

¹³ Baldock, K et al (2018). Gender-specific associations between perceived and objective neighbourhood crime and metabolic syndrome. Available at: [Gender-specific associations between perceived and objective neighbourhood crime and metabolic syndrome - PMC \(nih.gov\)](#)

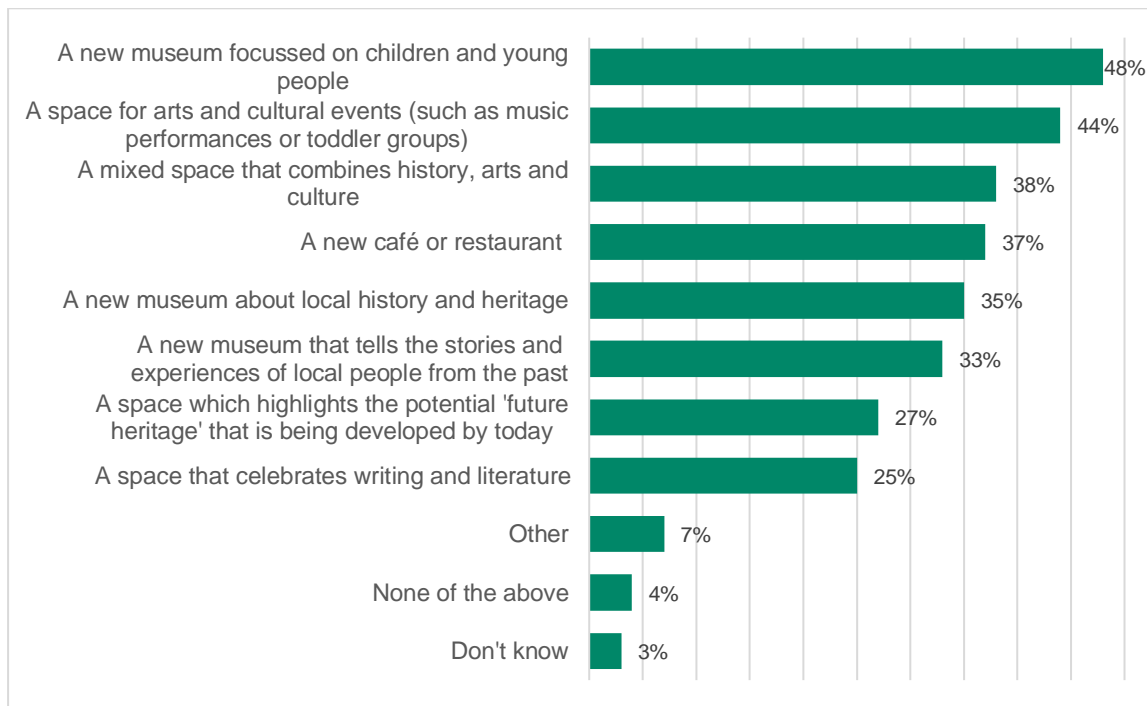
¹⁴ Borberly, D. and Rossi, G (2022) Urban regeneration projects and crime: Evidence from Glasgow. Available at: <https://www.sheffield.ac.uk/media/37669/download?attachment>

culture offer and the suggested use of the Market Chambers site. The key findings are summarised below:

- 55% responded that Accrington’s local history and heritage is ‘important’ or ‘very important’ to them;
- 53% responded ‘I am proud of our local heritage and history and think we can use it to help regenerate the area’;
- 63% responded ‘Accrington/Hyndburn’s history and heritage is at risk of being forgotten or lost’;
- 74% felt that ‘children and young people do not understand Accrington/Hyndburn’s heritage; and
- 55% responded ‘I would like to learn more about Accrington/Hyndburn’s history and heritage’.

The survey also asked respondents ‘what to do with an important but currently underused building in Accrington town centre near the Town Hall. Of the following options, what would you support this building becoming? Please select all you agree with.’. Figure 5-1 below represents the results for this question.

Figure 5-1: Respondents preferred use for the Market Chambers site¹⁵



This survey reveals a strong preference for regeneration to engage with Accrington’s heritage and culture, considering the importance of the town’s history to local residents and fear of this being lost amongst future generations. Children and young people are indicated as a protected characteristic group who could most benefit from heritage led regeneration, namely through a child-friendly museum or children’s arts and culture groups. Figure 5-1 confirms support for Market Chambers to form part of Accrington’s arts, heritage and culture offer, showing a preference for the site to provide a museum, arts and cultural events or combined services.

5.4 Public consultation

Most recently, the Council have launched an online public consultation for local residents regarding the design of the proposed development.¹⁶ This survey focuses on Accrington’s heritage and supports

¹⁵ Survation (2023). Hyndburn Poll. Resource provided by Hyndburn Council.

¹⁶ Hyndburn Borough Council (2023). New Cultural Venue for Accrington Town Square confirmed. Available at: [New Cultural Venue for Accrington Town Square Confirmed \(hyndburnbc.gov.uk\)](https://www.hyndburnbc.gov.uk/news/new-cultural-venue-for-accrington-town-square-confirmed)

a community driven initiative through seeking community perceptions of culture in Accrington and how this can be improved through the development. Local residents were able to submit their views via an online survey between 26th May and 12th June 2023.

5.5 Culture and Heritage Investment Board¹⁷

Hyndburn has a Culture and Heritage Investment Board (CHIB) which places culture and heritage at the centre of the Council's vision to reimagine and regenerate places. The board aims to deliver an inclusive and sustainable cultural programme that enhances the wellbeing of local people across Hyndburn.

Members of the CHIB are nominated and approved by the Council and include officers of the Council, members of the local community, organisations and individuals with relevant experience and/or interest in arts, culture and heritage.

The Board is to make recommendations to Hyndburn Borough Council relating to the Hyndburn Cultural and Heritage Strategy which considers local investment including the Levelling-Up Fund. The Board also supports effective engagement with local communities in the development of arts, culture and heritage projects to deliver a sense of place for locals and embed civic pride and heritage offers for future generations. The Culture and Heritage Investment Panel regularly meet to discuss how the Market Chambers site would be most effectively delivered.

¹⁷ Hyndburn Borough Council (2022). Hyndburn Culture & Heritage Investment Board Terms of Reference. Available at: [Appendix 1 - Draft Terms of Reference.pdf \(hyndburnbc.gov.uk\)](#)

6. Baseline profile

6.1 Introduction

A baseline profile of the population living around the site is necessary to enable an assessment of the potential impacts the CPO and redevelopment may have on groups with protected characteristics.

This section outlines the equalities baseline relevant to the proposed development at Market Chambers and the associated CPO. This includes analysis of Census 2021 data and other datasets from the Office for National Statistics. Where possible, the most recently available data is presented at three geographical levels relevant to the study area. These are, in increasing size, Hyndburn Lower Super Output Area (Hyndburn 008B, E01025036), Barnfield Ward, Hyndburn Borough level and Lancashire County Council level.

6.2 Profile of protected characteristic groups

6.2.1 Population

According to the most recent data available, the Hyndburn 008B LSOA is home to 1,718 people, while Barnfield is home to 4,706 people.¹⁸ As Table 6-1 shows, all areas have experienced a population increase between 2001 and 2021 to varying degrees. Hyndburn 008B LSOA has seen the largest population increase of 15.8%, compared to the Ward level (3.6%), Borough (0.9%) and County (8.8%).

Table 6-1: Population size and change (%) by geographical area from 2001 to 2021¹⁹

Year	Hyndburn 008B LSOA	Barnfield	Hyndburn	Lancashire
2001	1,484	4,542	81,496	1,134,974
2011	1,505	4,424	80,734	1,171,339
2021	1,718	4,706	82,234	1,235,354
Percentage Change	+15.8%	+3.6%	+0.9%	+8.8%

6.2.2 Age

Table 6-2 outlines the age breakdown in 2020 across the four relevant geographical areas. The data reveals that Hyndburn LSOA has the highest proportion of residents (67.3%) aged 16-64 compared to the other geographies. In contrast, the proportion of elderly people is higher across the Ward (17.7%), Borough (18.5%) and County (20.8%) levels. Hyndburn Borough also has marginally higher levels of children and young people (20.8%) compared to the LSOA and Ward level (19.0%).

¹⁸ ONS (2020). Population estimates – small area based by single year of age – England and Wales. Available at: [Dataset Selection - Query - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](https://www.nomisweb.co.uk/datasetselection-query-nomis-official-census-and-labour-market-statistics)

¹⁹ ONS: Census 2001: Usual resident population (KS001); Census 2011: Usual resident population (KS101EW); Census 2021: Number of usual residents in households and communal establishments (TS001). All available at: [Dataset Selection - Query - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](https://www.nomisweb.co.uk/datasetselection-query-nomis-official-census-and-labour-market-statistics)

Table 6-2: Age breakdown (%) by geographical area, 2020²⁰

Age range (years)	Hyndburn 008B LSOA	Barnfield Ward	Hyndburn	Lancashire
0-15	19.0	19.0	20.8	18.4
16-64	67.3	63.3	60.7	60.7
65 and over	13.7	17.7	18.5	20.8

Children and older people may be more vulnerable to CPO as residents due to the potential loss of local informal and formal care networks. Young and elderly people also have an increased risk of health issues or sensitivities associated with the environmental impacts during site construction. For example, evidence shows that traffic-related noise causes increased health risks for older people²¹ and lowers health-related quality of life in children²². Both groups are also more vulnerable to the effects of poor air quality compared to the overall population. Elderly people are also more vulnerable to the environmental, safety and accessibility impacts of construction activities associated with construction projects.

6.2.3 Sex

Table 6-3 highlights that the LSOA has the greatest disparity between female (47.0%) and male (53.0%) residents. Barnfield ward also has a smaller proportion of females (49.7%) to males (50.3%) compared to the Borough and County level where female populations are marginally higher than males.

Table 6-3: Population breakdown by sex and geographical area²³

Sex	Hyndburn 008B LSOA	Barnfield	Hyndburn	Lancashire
Female	47.0	49.7	50.8	50.9
Male	53.0	50.3	49.2	49.1

According to 2021 estimates, life expectancy in Barnfield is 74 years for males and 81.8 years for females.²⁴ Similarly, females live longer in Hyndburn (80.8 years) than males (76.6 years) alike Lancashire (79.9 years and 95.5 years).²⁵

6.2.4 Sexual orientation

Table 6-4 outlines the breakdown of residents by stated sexual orientation for Hyndburn Borough and Lancashire County. The data reveals that at both the Borough and County level, the majority of resident (90.4%) reported they were straight or heterosexual. The second highest reported sexual orientation was gay or lesbian, at 1.2% and 1.4% respectively, followed by bisexual (1.0 and 1.2%). While 7.2% of people at the Borough level and 6.8% at the County level did not answer.

²⁰ ONS: 2020 Population estimates – small area based by single year of age – England and Wales; ²⁰ ONS: 2020 Population estimates – small area based by single year of age – England and Wales. All available at: [Dataset Selection - Query - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](#)

²¹ Halonen, J. et al (2015). Road Traffic noise is associated with increased cardiovascular morbidity and mortality in London. *European Heart Journal*. 36(39), 2653-2661

²² Hjortebjerg, D. et al (2016). Exposure to road traffic noise and behavioural problems in 7-year-old children: a cohort study. *Environmental health perspectives*, 124(2), 228-234.

²³ ONS (2021). Sex (TS008). Available at: [Nomis - Official Census and Labour Market Statistics - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](#)

²⁴ ONS (2021). Life expectancy by census ward. Male and Female. Available at: [Life expectancy by census ward \(ons.gov.uk\)](#)

²⁵ ONS (2021). Life expectancy estimates, all ages, UK. Available at: [Life expectancy estimates, all ages, UK - Office for National Statistics \(ons.gov.uk\)](#)

Table 6-4: Hyndburn Borough population breakdown by sexual orientation²⁶

Sexual orientation	Hyndburn	Lancashire
Straight or Heterosexual	90.4	90.4
Gay or Lesbian	1.2	1.4
Bisexual	1.0	1.2
Pansexual	0.2	0.2
Asexual	0.0	0.1
Queer	0.0	0.0
All other sexual orientations	0.0	0.0
Not answered	7.2	6.8

People who identify as LGBTQ+ are at greater risk of being victims of hate crime²⁷. Increased footfall and natural surveillance as a result of Accrington Acre redevelopment will potentially reduce incidences of hate crime and boost the confidence of LGBTQ+ people.

6.2.5 Gender reassignment

Until the 2021 Census, there were no official statistics relating to gender reassignment and the UK Census only collected data relating to sex (gender assigned at birth). The 2021 Census included the optional question “Is the gender you identify with the same as your sex registered at birth?”, for which findings are presented at the Borough and County geographies in Table 6-5.

Of those who responded, the majority (93.6%) of Hyndburn's population identify with the same gender as their sex registered at birth, while 0.4% identify with a different gender. Similarly, in Lancashire 94.2% of the population identify with their gender assigned at birth, and 0.5% identify with an alternative gender.

Table 6-5: Hyndburn Borough population breakdown by gender identity²⁸

Gender identity	Hyndburn	Lancashire
Gender identity the same as sex registered at birth	93.6	94.2
Gender identity different from sex registered at birth but no specific identity given	0.2	0.2
Trans woman	0.1	0.1
Trans man	0.1	0.1
Non-binary	0.0	0.1
All other gender identities	0.0	0.0
Not answered	6.0	5.4

Trans people are at greater risk of being victims of hate crime²⁹. Increased footfall and natural surveillance as a result of Accrington Acre redevelopment will potentially reduce incidences of hate crime and boost the confidence of LGBTQ+ people.

²⁶ ONS (2021). Sexual orientation (detailed) (TS079). Available at: [Nomis - Official Census and Labour Market Statistics - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](https://www.nomisweb.co.uk/)

²⁷ True Vision (2022). Sexual Orientation Hate Crime. Available at: [Sexual Orientation & Transgender Hate Crime - True Vision \(report-it.org.uk\)](https://www.truevision.org.uk/)

²⁸ ONS (2021). Gender identity (detailed) (TS070). Available at: [Nomis - Official Census and Labour Market Statistics - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](https://www.nomisweb.co.uk/)

²⁹ Ibid, 11.

6.2.6 Race

Table 6-6 shows the percentage breakdown of ethnic groups by geographical area. The White ethnic group makes up the majority of the population across all four geographies. While Lancashire represents the largest majority (85.2%), the LSOA composes the smallest at 71.7%. Consequently, Hyndburn LSOA has the largest proportion of non-white ethnic minorities (22.4%) compared to the Ward (15.6%), Borough (17.3) and County (10.9%) level. The Pakistani Ethnic Group represents a significant proportion of the LSOA population of ethnic minorities (15.9%) compared to all other geographies, especially Lancashire at only 4.6%. The Other Ethnic Group also composes the largest proportion at LSOA level (1.2%) compared to elsewhere.

Table 6-6: Ethnic groups by geographical area³⁰

Ethnic group		Hyndburn 008B LSOA	Barnfield	Hyndburn	Lancashire
White	English, Welsh, Scottish, Northern Irish or British	71.7	79.2	79.6	85.2
	Irish	0.3	0.4	0.4	0.5
	Gypsy or Traveller	0.1	0.0	0.1	0.1
	Roma	0.1	0.1	0.1	0.1
	Other	5.3	4.1	2.5	3.1
Mixed/ Multiple Ethnic Groups	White/ Black Caribbean	0.3	0.2	0.2	0.4
	White and Black African	0.3	0.1	0.1	0.2
	White and Asian	1.8	0.9	0.7	0.6
	Other	0.1	0.2	0.3	0.3
Asian/ Asian British	Indian	0.2	0.3	0.4	2.0
	Pakistani	15.9	10.8	13.2	4.6
	Bangladeshi	0.2	1.7	0.6	0.5
	Chinese	0.4	0.1	0.2	0.4
	Other	0.8	0.4	0.8	0.5
Black/ African/ Caribbean/ Black British	African	0.9	0.4	0.2	0.4
	Caribbean	0.2	0.1	0.0	0.2
	Other Black	0.0	0.0	0.0	0.1
Other Ethnic Group	Arab	0.1	0.1	0.2	0.2
	Other	1.2	0.6	0.4	0.5

People from certain ethnic minority groups are more likely to be unemployed, underpaid, or economically inactive.³¹ Employment opportunities created by the redevelopment of Market Chambers and Accrington town centre have the potential to mitigate these issues.

³⁰ ONS (2021). Ethnic group (TS021). Available at: [Nomis - Official Census and Labour Market Statistics - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](https://www.nomisweb.co.uk/)

³¹ Devine-Francis, B. Unemployment by ethnic background. (2022) Available at: [Unemployment by ethnic background - House of Commons Library \(parliament.uk\)](https://www.parliament.uk/)

6.2.7 Religion or belief

According to the 2021 Census (see Table 6-7), all four geographies compose of majority Buddhist residents, of which Lancashire is the highest (54.7%) and Hyndburn LSOA is the lowest (40.6%). The second largest majority religion at the LSOA level is Christian (36%) followed by Sikh (16.1%), both of which sit above the proportions across all other geographies. The LSOA also had the highest percentage of people who did not state a religion (6.1%).

Table 6-7: Religion or belief by geographical area³²

Religion	Hyndburn 008B LSOA	Barnfield	Hyndburn	Lancashire
Christian	36.0	32.1	28.4	31.5
Buddhist	40.6	48.5	51.0	54.7
Hindu	0.2	0.1	0.2	0.3
Jewish	0.3	0.1	0.1	0.6
Muslim	0.0	0.0	0.0	0.1
Sikh	16.1	12.7	14.7	6.9
Other religion	0.0	0.0	0.0	0.1
No religion	0.8	0.8	0.4	0.4
Religion not stated	6.1	5.4	5.2	5.4

6.2.8 Disability

According to data gathered in the 2021 Census, 25.6% of the LSOA population has a disability that limits their day-to-day activities by some degree. In comparison, 23% of the ward population have a disability, 20.8% at the Borough level and 19.3% at the County level.

The LSOA has a notably higher proportion of residents whose day-to-day activities are limited a lot, at 12.6%, compared to 10.8% at the ward, 9.7% at the Borough and 8.5% at the County level.

Table 6-8: Disability by geographical area³³

Level of disability	Hyndburn 008B LSOA	Barnfield	Hyndburn	Lancashire
Day-to-day activities limited a lot	12.6	10.8	9.7	8.5
Day-to-day activities limited a little	13.0	12.2	11.1	10.8
Long-term physical or mental health conditions but day-to-day activities not limited	4.5	6.0	6.0	7.1
No long-term physical or mental health conditions	69.8	71.0	73.2	73.5

Disabled people, including those with weak respiratory systems, or people who suffer from other health problems associated with weaker lungs, may be disproportionately impacted by emissions and dust, both traffic-related and as a result of construction of the infrastructure.³⁴ Additionally, in cases

³² ONS (2021). Religion (KS209EW). Available at: [Nomis - Official Census and Labour Market Statistics - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](https://www.nomisweb.co.uk/)

³³ ONS (2021): Disability (TS038). Available at: [Nomis - Official Census and Labour Market Statistics - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](https://www.nomisweb.co.uk/)

³⁴ Font, A. et al (2014). Degradation in urban air quality from construction activity and increased traffic arising from a road widening scheme. *Science of the Total Environment*, 497, 123-132.

where disability causes people’s daily activities to be significantly limited, construction can impose further limitations in terms of disruption of accessibility.

6.2.9 Marital status

Across all four geographies, the majority of residents aged 16 and over have never married. As highlighted in Table 6-9, the LSOA (53.1%), Ward (42.5%) and Borough (38.0%) all sit above the County average of never married residents (35.6%).

According to the 2021 Census, the proportion of the population who are married to someone of the opposite sex is highest at the County level (45.0%), and lowest in the LSOA (24.1%). The LSOA has the highest proportion of divorced residents (13.1%), whereas Lancashire has the lowest (9.8%).

Table 6-9: Legal partnership status by geographical area³⁵

Legal partnership status	Hyndburn 008B LSOA	Barnfield	Hyndburn	Lancashire
Never married	53.1	42.5	38.0	35.6
Married: opposite sex	24.1	36.4	42.0	45.0
Married: same-sex	0.0	0.1	0.2	0.3
In a registered civil partnership: opposite sex	0.1	0.1	0.0	0.1
In a registered civil partnership: same-sex	0.4	0.2	0.1	0.1
Separated	4.2	3.3	2.9	2.2
Divorced	13.1	11.4	10.1	9.8
Widowed	5.0	6.0	6.6	6.9

6.2.10 Pregnancy and maternity

In Lancashire in 2021, there were a recorded 16,346 conceptions across all age groups, a conception rate of 73.7 per 1000 women.³⁶ While 61 conceptions were recorded for women under 16, a rate of 2.9 per 1000 women.

Census 2021 data shows that 11.9% of households within the Hyndburn 008B LSOA were lone-parent households, of which 9.3% has dependent children. In comparison, lone parent households represent a marginally higher percentage at the ward level (12.9%), of which a lower proportion have dependent children (9.0%).

Pregnant women are more vulnerable to the adverse effects of air pollution as a result of construction activities, including an increasing risk of miscarriage as well premature births and low birth weights.³⁷

6.3 Socio economic profile

The socio-economic profile of the area considers several factors including levels of deprivation, employment, education, health, housing, transport and connectivity; access to services and facilities; public realm and open space; safety, security and well-being; and community cohesion.

³⁵ ONS (2021). Legal partnership status (TS002). Available at: [Nomis - Official Census and Labour Market Statistics - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](https://www.nomisweb.co.uk/)

³⁶ ONS (2021). Conceptions in England and Wales. Available at: [Conceptions in England and Wales - Office for National Statistics](https://www.ons.gov.uk/people-in-the-uk/birth-death-and-marriage/conceptions-in-england-and-wales)

³⁷ Leiser, C. et al. (2019). Acute effects of air pollutants on spontaneous pregnancy loss: a case-crossover study. *Fertility and sterility*, 111(2), 341-347

These factors are pertinent to those with protected characteristics and inequality and as such, provide additional baseline information relevant to the assessment of equality effects.

6.3.1 Deprivation

The English Indices of Multiple Deprivation (IMD) 2019 provides a measure of relative levels of deprivation in 32,844 LSOAs in England and Wales. The measure comprises seven distinct domains of deprivation, each with an appropriate weighting, which when combined produce a ranking for each LSOA.

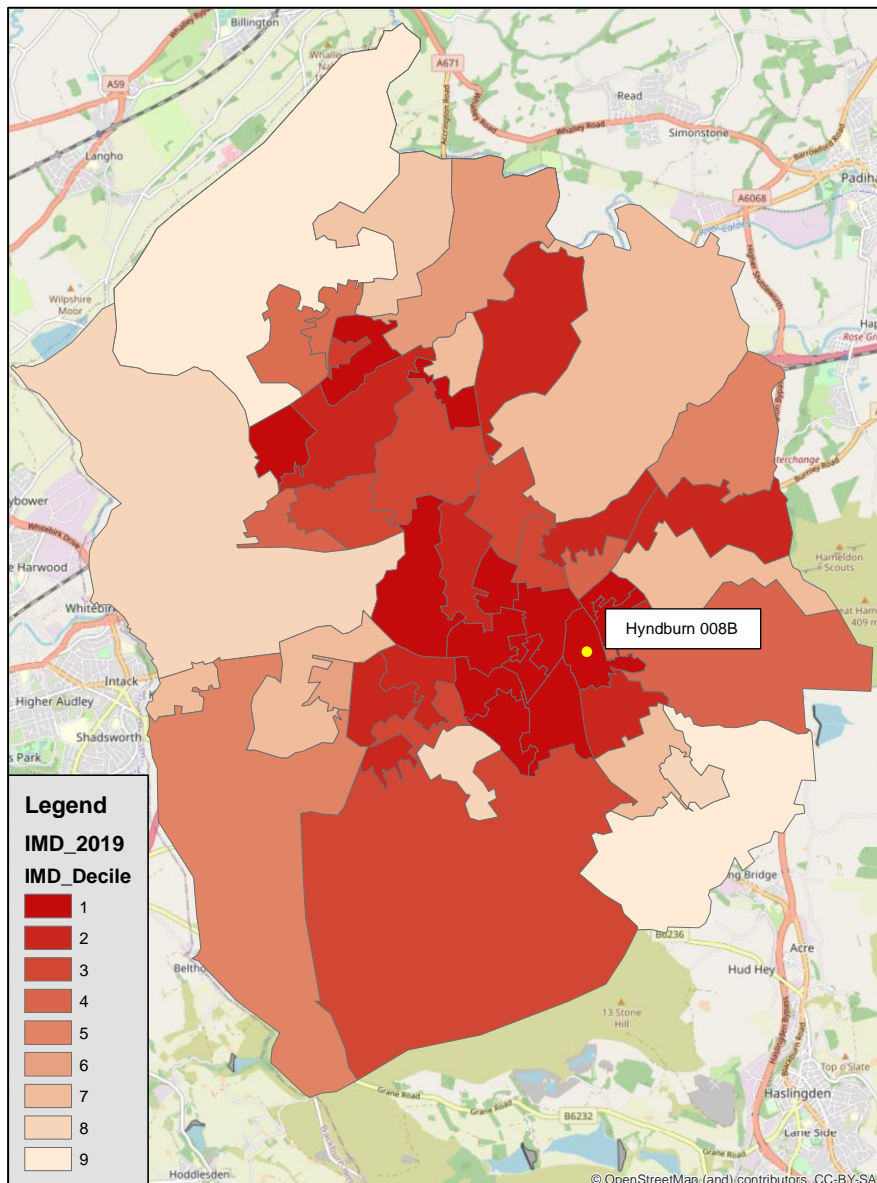
According to the IMD 2019, the proposed Market Chambers study area experiences high levels of deprivation, falling within the 10% most deprived LSOAs in England and Wales. Similarly, the site falls within the top 10% most deprived areas nationally in terms of income, employment, crime, health and disability and living environment. While sitting within the top 20% for education deprivation.

Supplementary indices for deprivation also rank the area:

- In the top 10% most deprived areas nationally for Income Deprivation Affecting Older People Index (IDAOPI) which measures the proportion of those aged 60+ who experience income deprivation; and
- In the top 10% most deprived areas nationally for Income Deprivation Affecting Children Index (IDACI) which measures the proportion of all children aged 0 to 15 living in income deprived families.

In contrast, many of the rural settlement areas in the periphery of Hyndburn local authority district are in the 40% (or less) least deprived neighbourhoods in the country. Figure 6-1 illustrates these deprivation trends across the Borough and shows the position of Hyndburn LSOA 008B within the highly deprived town centre.

Figure 6-1: Deprivation deciles across Hyndburn Borough, 2019³⁸



Source: Open Geography Portal (2011); IMD (2019).

Further, the study area LSOA ranks poorly in regard to the individual deprivation domains. In the context of this EqlA and the intended project outcomes, the income, employment, crime, and health domains are of interest. Out of 32,844 LSOAs, Hyndburn LSOA 008B ranks 131st for health, 314th for employment, 615th for crime and 951st for income.

These figures highlight that Barnfield ward experiences deprivation across the deprivation domains, and therefore has the potential to benefit from the Accrington Acre redevelopment.

6.3.2 Household deprivation level

Household deprivation level reveals deprivation according to how many dimensions a household is deprived in. The four dimensions of deprivation in this data set are:

³⁸ Gov.uk (2019). English Indices of Deprivation 2019. Available at: [English indices of deprivation 2019 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/english-indices-of-deprivation-2019); Gov.uk (2020). Indices of Deprivation: 2019 and 2015. Available at: [Indices of Deprivation 2015 and 2019 \(communities.gov.uk\)](https://www.communities.gov.uk/indices-of-deprivation-2015-and-2019).

residents, the majority of which are in employment. Notably, the Hyndburn LSOA has the lowest percentage of residents in employment (49.7%) and highest amount unemployed (6.0%).

Correspondingly, the LSOA has the highest proportion of economically inactive residents at 43.0% of the population, Barnfield has the second highest at 42.8%, followed by the Hyndburn Borough and Lancashire County at similar levels of 42.3% and 42.2% respectively. Of those who are economically inactive in the LSOA, 14.6% are retired, 11.4% are long-term sick or disabled, 6.2% are looking after home or family and 5.0% are students. While Hyndburn LSOA has the highest proportion of disabled residents and those looking after home and family, Lancashire County has the highest percentage of retired residents and students.

Table 6-11: Economic activity status by geographical area⁴⁰

Economic activity status	Hyndburn 008B LSOA	Barnfield	Hyndburn	Lancashire
Economically active (excluding full-time students)	55.6	55.7	55.7	55.4
Economically active (excluding full-time students): In employment	49.7	52.2	52.8	53.1
Economically active (excluding full-time students): Unemployed	6.0	3.4	2.9	2.3
Economically active and a full-time student	1.4	1.5	1.9	2.5
Economically active and a full-time student: In employment	1.1	1.3	1.5	1.9
Economically active and a full-time student: Unemployed	0.2	0.3	0.5	0.6
Economically inactive	43.0	42.8	42.3	42.2
Economically inactive: Retired	14.6	20.3	22.4	24.9
Economically inactive: Student	5.0	5.0	4.7	5.5
Economically inactive: Looking after home or family	6.2	5.4	5.4	4.1
Economically inactive: Long-term sick or disabled	11.4	8.5	6.4	4.6
Economically inactive: Other	5.7	3.7	3.5	3.0

⁴⁰ ONS (2022). Economic activity status (TS066). Available at: [Nomis - Official Census and Labour Market Statistics - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](https://nomisweb.co.uk)

Table 6-12 presents a detailed breakdown of employment sectors by geographical area for 2021. At the LSOA level, the majority of residents work in elementary occupations (16.7%), followed by sales and customer service occupations (13.5%). While there are high proportions of professional occupations and associate professional and technical occupations (10.8%), the smallest proportion of residents take up manager, director and senior official positions (6.1%). In comparison, across the remaining geographies the highest proportion of residents are employed in professional occupations (14.8%).

Table 6-12: Employee jobs by broad sector group (%) across different geographical areas, 2021⁴¹

Occupation	Hyndburn 008B LSOA	Barnfield	Hyndburn	Lancashire
Managers, directors, senior officials	6.1	9.2	9.4	11.9
Professional occupations	10.8	14.8	14.0	18.6
Associate professional & technical occupations	10.8	11.7	11.1	12.2
Administrative & secretarial occupations	7.9	9.3	9.3	9.5
Skilled trades occupations	9.5	11.0	13.1	11.3
Caring, leisure & other service occupations	12.5	11.6	12.4	10.4
Sales & customer service occupations	13.5	10.7	9.2	7.9
Process plant / machine operatives	12.3	9.5	10.8	7.8
Elementary occupations	16.7	12.2	10.8	10.4

6.3.4 Education

Highest level of qualification indicates all qualifications held, or their nearest equivalent, for all usual residents aged 16 years and over.

Table 6-13 below presents levels of educational attainment across the various relevant geographies. The LSOA has the highest proportion of residents with no qualifications (25.2%) and consequently the lowest proportion of residents with level 4 or above qualifications (22.6%). The LSOA also has the lowest proportion of residents undertaking apprenticeships (6.0%).

⁴¹ ONS (2021). Occupation (TS063). Available at: [Nomis - Official Census and Labour Market Statistics - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](https://nomisweb.co.uk)

6-13: Educational attainment (%) by different geographical area, 2021⁴²

Educational attainment	Hyndburn 008B LSOA	Barnfield	Hyndburn	Lancashire
No qualifications	25.2	21.4	22.8	18.6
Level 1 qualifications	10.4	9.8	10.4	9.6
Level 2 qualifications	17.0	15.6	14.2	13.6
Apprenticeship	6.0	6.6	7.3	6.4
Level 3 qualifications	15.7	16.6	17.6	18.6
Level 4 qualifications and above	22.6	27.3	25.2	30.6
Other qualifications	3.2	2.7	2.6	2.6

6.3.5 Health

Compared with the rest of England the health of people in the project area is significantly below average. In 2019, Hyndburn 008B was ranked 131st out of 32,844 LSOAs in England in the health and disability deprivation domain and Hyndburn ranked 18th out of 317 local authorities. The health and disability domain measures the risk of premature death and the impairment of quality of life through poor physical or mental health.⁴³

Table 6-14 below presents a breakdown of general health rankings by the relevant geographical areas according to Census 2021. In line with the deprivation rankings, the project area geographies have higher proportions of residents with bad or very bad health compared to Lancashire. In the LSOA, 9.4% of residents have bad or very bad health, compared to 5.8% in Lancashire. Correspondingly only 38.9% of residents have very good health, compared to 47.1% in Lancashire.

Table 6-14: General health (%) by different geographical area, 2021⁴⁴

General health	Hyndburn 008B LSOA	Barnfield	Hyndburn	Lancashire
Very good health	38.9	43.0	43.9	47.1
Good health	33.6	33.1	34.3	33.5
Fair health	18.1	16.2	14.8	13.7
Bad health	7.2	5.9	5.3	4.5
Very bad health	2.2	1.7	1.7	1.3

In terms of obesity, 27.7% of Hyndburn's residents are obese which is 4.7% higher than the national level, moreover, 39.8% of residents are classified as overweight compared to 40.8% in England. Mental health questionnaire findings from the Joint Strategic Needs Analysis for Hyndburn found that 11% of respondents often feel left out, 13% said they feel isolated from other people, and 28% had been told they have depression, anxiety, or another mental health condition.⁴⁵ In Barnfield, obesity amongst year 6 students is especially high with 27.6% of children being obese over the three-year period between 2019/20-2021/22 compared to 21.6% in England. Life expectancy is below the

⁴² ONS (2021). Highest level of qualification (TS067). Available at: [Nomis - Official Census and Labour Market Statistics - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](#)

⁴³ Indices of Deprivation 2019 (2019) Health Domain Map. Available at: [Indices of Deprivation 2015 and 2019 \(communities.gov.uk\)](#)

⁴⁴ ONS (2021) General Health (TS037). Available at: [Dataset Selection - Query - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](#)

⁴⁵ Lancashire County Council (2017) Health behaviours district for Hyndburn. Available at: [Health behaviours district summary for Hyndburn \(lancashire.gov.uk\)](#)

national average in Barnfield at 76.1 for males (compared to 79.5 in England) and 80.4 for females (compared to 83.2 in England).⁴⁶

6.3.6 Transport and connectivity

The Market Chambers site has very good transport connectivity to wider Lancashire. Accrington Railway Station (Eagle Street) and Accrington Bus Station (Union Street) are located a 3-minute walk from the buildings on Blackburn Road and Church Street.

6.3.7 Safety and security

In the year ending December 2022, 133,585 crimes were recorded within Lancashire giving a crime rate of 87.2 per 100,000 people.⁴⁷ The top three reported crimes were violence against a person (57,477), theft (37,138) and violence without injury (22,034).

This is a marginal decrease from a crime rate of 88 per 100,000 in December 2021.

6.3.8 Community cohesion

To ensure healthy communities which are functional, safe, and enjoyable places to live and work, it is important to promote community cohesion and good relations between different groups. Encouraging civic engagement and ensuring dialogue with all people in the community; particularly those belonging to protected characteristic groups, is an important step in working towards community cohesion. For people belonging to protected characteristic groups, their feelings of a lack of cohesion (or exclusion) may be more acute than those of other people.

⁴⁶ Office for Health Improvement & Disparities (2021) Local Health – Small Area Public Health Data. Available at: [Local Health - Small Area Public Health Data - Data - OHID \(phe.org.uk\)](https://phe.org.uk/data/small-area-public-health-data)

⁴⁷ ONS (2023). Crime in England and Wales: Police Force Area data tables. Available at: [Crime in England and Wales: Police Force Area data tables - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/crime-in-england-and-wales)

7. Assessment of equality impacts

7.1 Introduction

The assessment considers the potential impacts on affected people sharing protected characteristics arising from the exercise of CPO powers to acquire and redevelop Market Chambers. It considers:

- Direct equality impacts of the CPO;
- The beneficial and adverse impacts for local residents and businesses and the wider Accrington community; and
- Impacts during the refurbishment and operational phases of the proposed development.

This is a high-level impact assessment based on the policies information and data sources reviewed in this report and addresses impacts inspired by the objectives of the Levelling Up Fund interventions⁴⁸ and TCIP objectives⁴⁹. A framework for the assessment of equality impacts is outlined in Table 7-1.

Table 7-1: EqIA assessment framework

Theme	EqIA objectives
Town centre improvements	<ul style="list-style-type: none"> • Improved arts, cultural and heritage offer that is visible and accessible for residents and visitors. • Enhanced townscape that is more attractive and accessible to residents, businesses, and visitors. • An improved and diversified retail offer with fewer empty units and reduced dependence on traditional high-street retail.
Economic growth	<ul style="list-style-type: none"> • High street resilience through increased visitor and tourist numbers • Delivery of quality commercial space in key location of Accrington Town Centre. • Provision of employment opportunities for disadvantaged and underrepresented groups.
Neighbourhood and Community	<ul style="list-style-type: none"> • Clear, transparent, inclusive and meaningful engagement with local residents, stakeholders and the local community • Improve the physical and mental health and wellbeing of Accrington residents and reduce health inequalities across the Borough and between local communities. • Improve perceptions of safety and fear of crime to help remove barriers to activities and reduce social isolation.

7.2 Town centre improvements

7.2.1 Potential beneficial impacts

Regeneration of Accrington town centre infrastructure (indirect impact of CPO)

The CPO will facilitate the regeneration of Market Chambers as part of Hyndburn Council's LUF commitments and TCIP initiatives. This heritage-led regeneration seeks to build on the traditional market town aesthetics of Accrington to create a vibrant town centre fit for the future.

⁴⁸ UK Government (2021). Levelling Up Fund: Technical Note. Available at: [Levelling Up Fund - Technical note - UK wide \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk)

⁴⁹ Hyndburn Borough Council (2022). Accrington Town Centre Investment Plan 2022-2032. Available at: [Accrington-TCIP-70122.pdf \(hyndburnbc.gov.uk\)](https://www.hyndburnbc.gov.uk)

Currently, the area of Accrington surrounding Market Chambers falls within the top 10% most deprived LSOAs in terms of Living Environment. 77% of poll respondents felt the town centre was a 'bad place to visit' and 90% confirmed that Accrington is in need of regeneration and investment. This evidence presented a compelling case of public interest to the Council which inspired the Accrington TCIP.

The TCIP consequently identified these units on Blackburn Road and Church Street for redevelopment since several are vacant, in a state of disrepair and detract from the aesthetics of the town square, Market Hall and Town Hall. Through renovating and repurposing this building, it could complement the heritage assets of Accrington town centre and fulfil the vision of a vibrant and high-end town centre for the local community.

Further, this CPO will contribute to the transformation of the Town Square area known as 'The Accrington Acre'. Uplifting the surrounding architecture and rejuvenating local commercial/retail services will develop an 'anchor' for Accrington town which caters for local residents and visitors alike. The wider redevelopment of Accrington Acre will also diversify the services offered by the town centre, proposing a mix of local eateries, shops and cultural venues for locals and visitors. Market Chambers directly interfaces with the Town Square and therefore is a significant site for regeneration.

These are benefits that can be shared across all protected characteristic groups. However, this will depend on the extent to which the services offered within the development and wider town centre transformation consider the needs of protected characteristic groups, including with regards to accessibility, affordability, design and demand.

Improved arts, culture and heritage offer for Accrington (indirect impact of CPO)

Accrington is characterised by its industrialised history, previously home to cotton and wool making factories as well as its brick making in the late 1800's. The town has many existing historical sights and landmarks, including the Grade II listed Viaduct, the Town Hall and the Market Hall. Consequently, the LUF and TCIP focuses on embracing and enhancing the heritage and culture of Accrington.

Market Chambers forms part of Accrington's arts, culture and heritage offer. This offer builds on the previous Townscape Heritage Initiative (THI) in 2018, which transformed the Town Square and Town Hall. Under the initiative, the square was redesigned, resurfaced and pedestrianised by landscape architects to allow for a wide variety of events and activities.

In response to the demand for heritage-led regeneration, Market Chambers will contribute both infrastructural and recreational elements of heritage and culture. The planned development will maintain the existing architecture of the building, in keeping with the surrounding townscape including Market Hall opposite and brick façades across Accrington town centre. The proposal for a new Museum, Arts and Culture Centre will also provide an interactive experience for locals and visitors to engage with the history of Accrington. Thereby, enhancing the heritage of Accrington is expected to uplift the visitor economy through the provision of cultural attractions, while supporting the aforementioned 'Accrington Acre' development to deliver community cohesion benefits to local residents who experience social isolations, to which many protected characteristic groups are vulnerable.

Further to recognising the industrial history of the town itself, it is important that the arts, culture and heritage offer represents the heritage of protected characteristic groups that populate Accrington. For example, exhibitions and/or displays focusing on the experiences, culture and history of ethnic minority groups that make-up the local population demonstrates cultural inclusivity. Across the LSOA, Ward and Borough levels, the Pakistani population is notably high amongst minority groups and therefore should be identified as an important group to recognise. Thereby, the extent to which an improved arts, culture and heritage offer could generate equality benefits is dependent on representation of such groups⁵⁰. It is also important that different groups are able to easily access the

⁵⁰ Arts Council England (2021) Equality Objectives <https://www.artscouncil.org.uk/lets-create/delivery-plan-2021-2024/equality-objectives>

arts, culture and heritage offer of the development by reducing other barriers to inclusivity such as affordability, accessibility and awareness.

Provision of new retail space (indirect impact of CPO)

The development proposes new 'white box' retail facilities on the ground floor of the Market Chambers site. While this commercial space remains unassigned in the current design stage, the indicative design within the Levelling Up Fund Submission outlines potential retail and/or food and beverage facilities in addition to a shop and café related to the function of the Museum, Arts and Culture Centre above.

'White box' retail space describes retail units provided with basic interior work complete and awaiting further finishes and specification by the resident business. These units are likely to benefit new and existing businesses of Accrington, especially under-represented sectors such as high quality food and drink services, and assist the diversification of Accrington town centre. Evidence from Survation Polling revealed that 58% of respondents felt there are too few independent restaurants or cafes in Accrington and 77% felt there were too few small independent shops. Therefore, the re-provision of food and beverage services and independent retail outlets as outlined in the LUF submission, is expected to reduce dependency on traditional high-street retail and improve the town's reputation as a retail destination offering a range of services. The extent to which these benefits are shared between those with protected characteristics and others will depend on the type of goods and services offered.

The redevelopment of Market Chambers is also likely to reduce the number of vacant retail units within Accrington. The proposed museum, arts and culture centre is expected to uplift the visitor economy and footfall in Accrington, consequently increasing the demand for supporting retail premises both within Market Chambers and across the town centre. Further, the involvement of community groups in co-designing Market Chambers would enable Market Chambers to respond to demand for services and increase the chances of ground floor businesses being viable.

7.3 Economic Growth

7.3.1 Potential beneficial impacts

Improved high street resilience through increased visitor and tourist numbers (indirect impact of CPO)

The CPO will facilitate the redevelopment of the Market Chambers site into a Museum, Arts and Culture Centre and associated retail space. As a result of this development, and the wider Levelling Up Fund initiatives, it is expected that Accrington town centre will experience economic uplift through increased footfall due to new attractions and boosted economic activity as business is attracted to the area as well as visitors looking to spend.

The potential for positive economic impacts that the CPO of Market Chambers will have through delivering a heritage and culture offer for Accrington is highly significant. Accrington, and Hyndburn Borough, have been historically in decline following the fall of the textile and engineering industry. The project area is now a site of high deprivation and economic inactivity which intersects with a diverse population. Much of the urban landscape of the town centre is derelict, with many businesses having gone out of business, leaving the historical architecture that characterises Accrington to be poorly maintained. Targeted investment in heritage and cultural infrastructure and associated retail like at Market Chambers has the potential to catalyse improvements against many of these poor outcomes currently facing Accrington and its residents.

The Museum, Arts and Culture Centre proposal could restimulate a visitor economy within Accrington which contrasts the existing 'run-down' high streets. Consequently, existing local retailers operating in the Market Hall and neighbouring shopping streets could also experience boosted economic activity as a result of increased footfall. The new retail units provided on the ground floor of the Market Chamber development offer another economic outlet for smaller independent businesses and entrepreneurs. Therefore, new and existing businesses owners who share protected characteristics

could experience equality effects as a result of this proposal, including improved livelihoods and prospects.

Creation of new culture and retail sector employment opportunities (indirect impact of CPO)

The new Museum, Arts and Culture Centre and associated 'white box' retail units in the Market Chambers site will create new employment opportunities in the area.

The Market Chambers area has comparatively high levels of unemployment and low levels of education attainment to the surrounding areas, as well as sitting in the top 10% most deprived LSOAs in terms of income and employment. This benefit could be shared by those from protected characteristic groups who disproportionately represented across unemployment and low education attainment, including younger people, disabled people and people from certain ethnic minority groups.⁵¹

It is recommended that an Employment, Education and Skills Strategy should be developed by the Council in relation to Market Chambers and other Levelling Up Fund initiatives. This service should be used to ensure that opportunities for employment associated with the proposal are localised to those currently working and living in the area, particularly those who are unemployed at the time of opening.

Local employment opportunities during refurbishment of Market Chambers (indirect impact of CPO)

The refurbishment of Market Chambers will result in the creation of temporary jobs during regeneration which will be available to the local labour market. This has the potential to contribute to addressing the high rates of economic inactivity in the local area, especially for those who are generally over-represented in unemployment figures such as younger people, disabled people and people from certain ethnic minority groups.⁵² The groups who may benefit from this new employment may vary depending on the type of regeneration works and associated training. Equality effects may arise where employment or training is not available to groups with protected characteristics, for example where procurement policies make it harder for some groups to access the opportunities.

As above, it is recommended that as part of the procurement process for a contractor for the works, that a commitment be made to developing an Employment, Education and Skills Plan setting out measures for employing people during the regeneration stage of this initiative. This should include recruiting new apprentices/ workers from the immediate area to maximise benefits to the local population. The contractor should also provide evidence of their commitment to equal opportunities with regards to employment, for example as a Disability Confident Status employer.

The Council should also consider developing a detailed Social Value Plan to be adopted by contractors with targets to maximise ongoing social value as part of the delivery of the project as well as long term outcomes during operation of the Arts and Culture Centre and wider Accrington Acre project. The Social Value Plan should be monitored and reported frequently and continue once the Market Chambers site is operational.

7.3.2 Potential adverse impacts and mitigation

Market Chambers is currently not within the Council's ownership and the Cabinet previously supported the appointment of CBRE, who are a nationally recognised property services consultant, to undertake acquisition discussions on behalf of the Council. CBRE have been in regular discussions with the owners of these key LUF buildings throughout 2022 and into 2023 to acquire the freehold and leaseholds prior to the redevelopment.

The Council's external legal advisors, Womble Bond Dickinson (WBD) are progressing the freehold and leasehold purchase of Market Chambers. Compulsory purchase will be required if private treaty

⁵¹ ONS (2022). Annual Population Survey: Unemployment. Available at: [Unemployment - GOV.UK Ethnicity facts and figures \(ethnicity-facts-figures.service.gov.uk\)](https://www.ethnicity-facts-figures.service.gov.uk/unemployment)

⁵² ONS (2022). Annual Population Survey: Unemployment. Available at: [Unemployment - GOV.UK Ethnicity facts and figures \(ethnicity-facts-figures.service.gov.uk\)](https://www.ethnicity-facts-figures.service.gov.uk/unemployment)

negotiations fail, and given the different interests it may not be possible to reach agreement with all of the parties with an interest in the land in the timescale required for delivery. Authorisation is therefore being sought to promote a CPO in parallel with negotiations to acquire the necessary interests in order to ensure that the interventions come forward in a timely manner.

This is likely to result in direct equality impacts on the following groups:

- Business owners;
- Employees; and
- Customers.

Business closure/non-viability of businesses following permanent loss of retail units (direct impact of CPO)

The CPO process would result in the loss of four current businesses located within Market Chambers, including an amusement arcade, wine bar, confectioners, and 'bric-a-brac' retailer. The regeneration proposals for the site provide a Museum, Arts and Culture Centre and associated retail and/or food and beverage services and do not allow for any of the existing tenants to relocate within the existing building, nor will it be possible for these businesses to relocate to either of the other developments receiving LUF funding.

The permanent loss of retail space for the current occupiers could result in the closure of these businesses. Without appropriate relocation opportunities, there is the potential for the closure of a number of businesses, where they are unwilling or unable to relocate the business. It is considered that the successful relocation of existing businesses will depend, in part, on the flexibility of individual businesses, some of which are specific in terms of where they consider an appropriate location for their business to operate successfully. For example, relocation could cause a loss of local customer bases for business owners, which would have implications for the future viability of their business.

The potential closure or non-viability of businesses could generate disproportionate equality impacts amongst business owners who share particular protected characteristics, such as female business owners, those with disabilities or long-term health problems or from ethnic minority groups.

In order to mitigate against business closure, the Council will be offering appropriate compensation (in accordance with the CPO Compensation Code) to all interested parties. These payments are offered to cover all reasonable costs associated with relocation and disruption in line with guidance in order to minimise the financial burden of acquisition. Further to this, support with the identification of suitable alternative locations will be offered by the Council should the business seek this, including vacant commercial/retail properties within the town centre. This could minimise any adverse impacts to the viability of business and a loss of local customer bases. The Council is in the process of relocating a business displaced from the Burton Chambers initiative to one of these vacant units, demonstrating the possibility of this relocation option.

It is also important to ensure continued effective collaboration between all interested parties, taking consideration of the differing levels of support needed by individual business owners and residents. CBRE are currently in the process of negotiating acquisition terms with affected parties on a case by case basis. The property consultant is keeping an informed engagement tracker to record attempted communication and monitor outcomes in relation to this proposal.

Temporary or permanent loss of employment following closure or relocation of affected businesses (direct impact of CPO)

The CPO could result in the closure of businesses, where they are unwilling or unable to relocate the business. Employees at the affected businesses may experience temporary or permanent loss of income and/or employment until relocated and/or where the employer closes/downsizes/relocates elsewhere.

Currently, there is no information on existing employees who work at the four affected businesses. Equality effects may be experienced where the pattern of effected employees affects a protected characteristic disproportionately or have other protected characteristics which make them more sensitive than others to the effects of relocation. There may be significant disproportionate negative impacts if employees lose their jobs due to the businesses having to close down or relocate (for example if they do not have viable travel to work options), and if they share a protected characteristic that increases the difficulty of finding new employment opportunities.

Engagement with freeholders and leaseholders of Market Chambers will help to identify specific needs and issues with relocating with regards to protected characteristics (i.e. the need for reasonable adjustments), and how these may be mitigated. It is also recommended that data is collected from the businesses to ascertain the characteristics of employees of the businesses for monitoring purposes.

Leaseholders are also likely to be eligible for compensation payments to cover relocation costs and minimise the likelihood of business closure and loss of employment. Compensation payments are typically only paid after vacant possession is provided and therefore employing a policy to make payments to those eligible in advance of needing to vacate could be used to support a successful relocation i.e., to pay deposits, fund relocation expenses, etc.

Loss of existing retail offer for customers (direct impact of CPO)

The loss of existing retail offer as a result of the CPO process could generate equality effects where there are patterns in terms of affected customers and their having protected characteristics, especially where there is no nearby alternative.

While the characteristics of the customers of the existing businesses is not explicitly known, the 'bric-a-brac' shop is likely to be used by people on low incomes and have an established consumer base who frequently shop here, as such disproportionate impacts may be experienced by this group. The re-provision of food and beverage services in the new Market Chambers development could provide suitable alternatives to the wine bar and confectioners business, alongside independent traders within the Market Hall opposite.

In order to mitigate any potential equality effects on customers, the Council should develop a Relocation Strategy which considers the pattern of affected customers in terms of protected characteristics. Relocation options should be accessible for common customer sets who are reliant on the service and where this is not possible, alternative local services should be identified to minimise equality effects of retail loss.

7.4 Neighbourhood and Community

7.4.1 Potential beneficial impacts

Community engagement and consultation

Equality legislation emphasises the importance of supporting positive relations between different groups, whilst local community cohesion policy supports group interaction, fair treatment, equal opportunity, and a sense of common belonging, including empowering local communities to shape decisions affecting their lives.

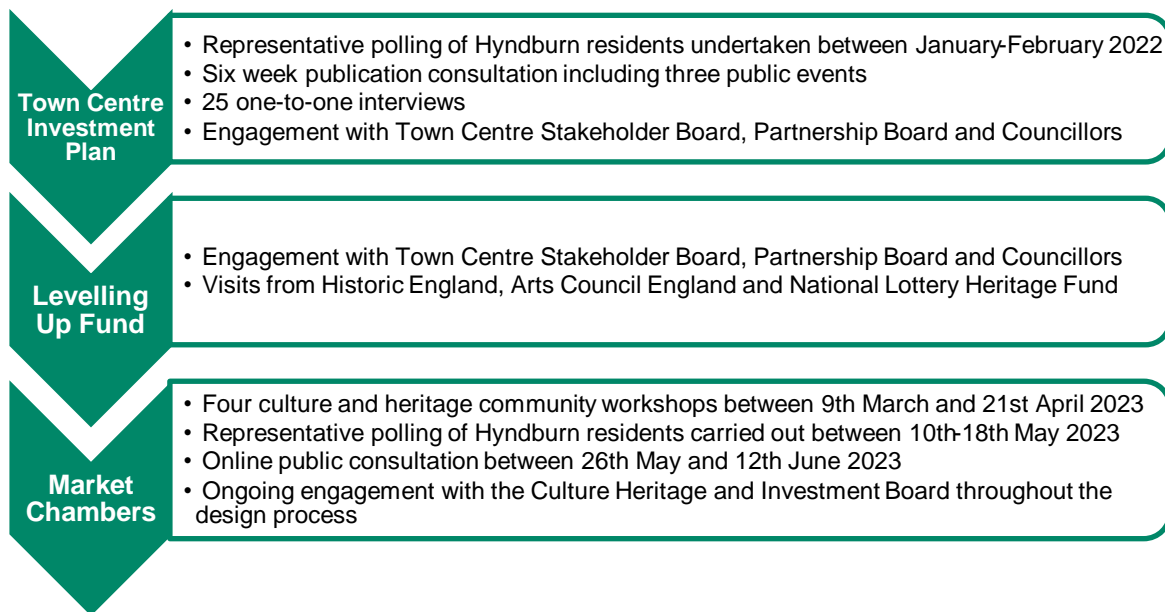
The proposed Market Chambers site sits within one of the 10% most deprived LSOAs nationally, creating a complex and nuanced range of community needs. The extent to which benefits of the proposals are shared amongst all members of the community, including people with protected characteristics, will depend in part on engagement efforts to reflect their views and ideas in the planning process.

The Council have engaged with Accrington's local community throughout the development of the Accrington Acre. Early engagement with local residents, the wider public and stakeholder and partnership boards has assisted the Council in understanding local perceptions of Accrington and

areas for improvement, as well as promoting local interest in regeneration plans. While targeted community engagement in developing the design of Market Chambers provides the opportunity for dialogue with all people in the community to ensure this initiative is community led and maximises the potential benefits of regeneration.

Figure 7-1 below provides an overview of the targeted and wider community engagement and consultation activities undertaken since 2021 which have contributed to the Market Chambers development.

Figure 7-1: Summary of community engagement and consultation 2021-2023



Improved mental wellbeing (indirect impact of CPO)

The quality of town centres and high streets can be determining factors for mental health.⁵³ Dilapidated and run-down externalities, particularly of architecturally significant premises such as those in question in Accrington, can create a negative atmosphere in urban spaces contributing to ill-health for local residents. Market Chambers poor health deprivation ranking coupled with higher comparative incidence rates of fair/poor health, provides an opportunity for Market Chambers renovation to create a positive impact for people.

Feedback from Survation Polling reveals that local residents are supportive of the need for regeneration and investment (90%), indicating the demand for improved public realm which can offer active and passive recreation, safe places to meet and improved community cohesion. Further, several vulnerable groups, including older people and those from low income communities, may rely on safe, active and accessible services and associated public realms to be able to have social interactions, exercise or enjoy solitude. The ability to engage in such activities can have positive impacts of people's health and wellbeing.

Improved perceptions of crime and safety in Accrington (indirect impact of CPO)

As revealed in the IMD 2019 data, the area surrounding Market Chambers sits within the top 10% of LSOAs in terms of crime deprivation. The regeneration initiatives led by the LUF are also expected to assist the transformation of Accrington from a dilapidated town centre to a vibrant and welcoming community with a thriving visitors economy. Therefore, it is likely that the consequent increased

⁵³ RTPi, Mental health and town planning, (2020). Available at: [RTPi | Mental health and town planning](#)

footfall, natural and artificial surveillance, and an improved urban environment could reduce crime rates.

Equality impacts may arise where protected characteristic groups are disproportionately vulnerable to the effects of crime. The Survation poll revealed disparity in feelings of safety between men and women; 57% of women reported they felt safe in Accrington town centre compared to 71% of men. Evidence also reveals that many groups are more vulnerable to safety and security issues and more exposed to hate crimes; these include women, older people, disabled people, people from certain religious groups, ethnic minority groups and members of the LGBT+ community. Improvements to the town centre are likely to benefit these groups by providing a safer environment for their visit.

7.4.2 Potential adverse impacts and mitigation

The Market Chambers development could potentially result in adverse impacts affecting protected characteristic groups living in the local community. The following sections summarise these potential impacts including how the Council has implemented mitigation against these as a fulfilment of their PSED outlined in the Equality Act 2010.

Displacement of residents following permanent loss of residential units (direct impact of CPO)

The Council will engage with residential tenants on-site to negotiate the acquisition of freehold and leasehold interests. However, the Council may be required to use compulsory purchase powers to acquire the remaining residential properties on the existing site. The CPO of these properties would result in the loss of assured short-hold tenancy housing with no re-provision of residential housing on-site, consequently leaving tenants with a risk of homelessness.

The characteristics of the majority of existing residential tenants on the site are not known at this stage. Consequently, this EqlA has identified potential household types that could experience sensitivities to relocation. This includes:

- Elderly and disabled residents who may face difficulty in accessing alternative housing that meets their accessibility requirements, such as wheelchair accessibility. Elderly people may also feel anxious about the potential loss of familial or community ties through relocation;
- Vulnerable residents who may rely on proximate key services for such as GPs, hospitals, supermarkets, relatives, and community hubs;
- The Council has a duty under section 11 of the Children Act 2004, to have regard to the need to safeguard and promote the welfare of children for any function they are responsible for, or any services that they contract out to others. The main priority with concern to households with children is access to education and to support networks. The relocation of families should focus on keeping children close to their schools or care networks where possible;
- Households that include people with BAME status may lose important social and community ties if they need to move away from the area.

The likelihood of equality effects arising from the CPO is dependent on the alternative properties available and how affordable these properties are. Where appropriate relocation opportunities in the nearby area are unavailable, tenants could experience a loss of important socio-economic and/or cultural ties and anxieties regarding relocation further afield. Moving residences could also incur moving costs, legal fees and inflated rent costs dependent on the location of new homes which could act as an economic barrier for tenants should they be from low-income households. However, it is also recognised that these are risks that already exist with shorthold tenure.

In mitigation, CBRE are currently pursuing effective collaboration between all interested parties to negotiate terms of acquisition on a case by case basis and are taking into consideration the differing levels of support needed by individual residents. An informed engagement tracker is being kept to record any attempted communication and monitor outcomes in relation to this proposal. The Council will also be offering disturbance payments to cover all reasonable costs of relocation and overcome any financial burdens of the CPO process. Any vulnerable residents that are identified as occupants of the affected households who may potentially be sensitive to the impact of the CPO due to their

protected characteristics should be appropriately supported.

Environmental impacts of regeneration works on health and well-being of the local community (indirect impact of CPO)

Following CPO of the Market Chambers site, the building will be refurbished to create a new Museum, Arts and Culture Centre and associated ground floor retail units. This may result in an increase in adverse impacts such as noise and air quality impacts from refurbishment works, as well as parking and traffic congestion issues as a result of contractor vehicles. This could be exacerbated by further construction and/or regeneration work in the area as a result of the wider TCIP initiatives and 'Accrington Acre' project.

Some groups are more sensitive to the effects of these impacts than others. For example, the generation of emissions, dust and particulate matter from construction works has the potential to disproportionately affect older and younger people, disabled people, and pregnant women, all of whom have a higher probability of having a weaker immune system and/or respiratory concerns that can be exacerbated by exposure to dust and particulates.⁵⁴ Noise and vibrations caused by machinery and vehicles can have disproportionate negative impacts on elderly, young and/or disabled people who may have pre-existing conditions making them more susceptible to high levels of noise and vibration. Further, temporary diversions to footpaths or roads and parking on pavements may negatively impact on people with mobility issues such as disabled people, older people and people with pushchairs or young children.

To mitigate these potential regeneration impacts, the Council should require the contractor to be a member of the Considerate Constructors Scheme.⁵⁵ This scheme is designed to encourage best practice beyond statutory requirements with contractors required to follow the Scheme's Code of Considerate Practice including the three areas of Respect the Community, Care for the Environment and Value their Workforce.

Further, upon appointment, the contractors should develop a Construction Management Plan and associated Traffic Management Plan for the scheme which include a range of mitigation measures to control environment and traffic-related impacts. These measures will assist in reducing any negative impacts as outlined above and therefore minimise negative impacts on protected characteristic groups.

7.5 Summary of potential impacts

Table 7-2 provides a summary of the potential direct equality impacts during the refurbishment and operational phases of the initiative. This describes each potential impact alongside the potentially affected groups with protected characteristics. Details of embedded mitigation are provided where confirmed as well as further recommendations to support the enhancement of positive effects and minimising of negative effects.

It is envisaged that this table can be updated with more detailed mitigation measures when developed and used to monitor equality effects as plans for the regeneration progress.

⁵⁴ Halonen, J. et al (2015). Road Traffic noise is associated with increased cardiovascular morbidity and mortality in London. *European Heart Journal*. 36(39), 2653-2661; Hjortebjerg, D. et al (2016). Exposure to road traffic noise and behavioural problems in 7-year-old children: a cohort study. *Environmental health perspectives*, 124(2), 228-234; Font, A. et al (2014). Degradation in urban air quality from construction activity and increased traffic arising from a road widening scheme. *Science of the Total Environment*, 497, 123-132; and Leiser, C. et al. (2019). Acute effects of air pollutants on spontaneous pregnancy loss: a case-crossover study. *Fertility and sterility*, 111(2), 341-347.

⁵⁵ Considerate Constructors Scheme (2023). Considerate Constructors Scheme. Available at: [Considerate Constructors Scheme \(ccscheme.org.uk\)](https://www.considerateconstructors.org.uk)

Table 7-2: Summary of potential equality impacts of the Market Chambers proposal

Impact	Affected Protected Characteristic Groups													Overview of potential effects	Planned mitigation / EqlA recommended	
	Age			Sex	Ethnicity	Religion	Disability	Transgender	Sexual Orientation	Pregnancy/ Maternity	Marriage/Civil Partnership	Low Income Households	Business owners			
	Children	Young People	Older People													
Town Centre Improvements																
Beneficial	Regeneration of Accrington Town Centre infrastructure (indirect)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	<p>Regeneration, as part of the LUF commitments and TCIP initiatives, is expected to diversify services present in Accrington, build on the existing heritage architecture and contribute to the Accrington Acre to create a vibrant high-end town centre for local residents and visitors.</p> <p>This development could generate positive equality effects providing that the services offered within the units cater for the needs of protected characteristic groups.</p>	<p>Planned mitigation: Public consultation to maximise the local benefits of the scheme is being undertaken via an online survey between 26th May and 12th June 2023.</p> <p>Recommendations: Diversity monitoring should be taken for all engagement activities with businesses, employees, residents and visitors to identify disproportionate impacts.</p>
	Improved arts, cultural and heritage offer for Accrington (indirect)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	<p>Market Chambers will form part of Accrington's arts, culture and heritage offer through delivering infrastructural and recreational heritage-led regeneration that is expected to uplift the visitor economy and support community cohesion.</p> <p>However, the extent to which an improved arts, culture and heritage offer could generate equality benefits is dependent on equal representation of all population groups.</p>	<p>Recommendations: Inclusion of exhibitions and/or displays representing the heritage and culture of ethnic minority groups, especially the Pakistani ethnic minority.</p>
	Provision of new retail space (indirect)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	<p>New and existing businesses should be able to share the benefits of the provision of new retail space, especially under-represented sectors such as food and beverage services.</p> <p>Disproportionate impacts on protected characteristic groups are dependent on the types of good and services that occupy these units during operation.</p>	<p>Planned mitigation: Public consultation to maximise the local benefits of the scheme and viability of future businesses is being undertaken via an online survey between 26th May and 12th June 2023.</p> <p>Recommendations: Analysis of public consultation responses should inform the detail design stage of Market Chambers to ensure the proposal responds to demand for certain services and needs of the local community.</p>
Economic Growth																
Beneficial	Improved high street resilience through increased visitor and tourist numbers (indirect)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	<p>Accrington Town Centre is expected to experience economic uplift through increased footfall as a result of the new cultural attraction and associated retail at Market Chambers, in addition to boosted economic activity as visitors and businesses are attracted to the area.</p> <p>New and existing businesses owners who share protected characteristics could experience equality effects as a result.</p>	N/A
	Creation of new culture and retail sector employment opportunities (indirect)		✓			✓		✓				✓			<p>Creation of new employment opportunities through the new Museum, Arts and Culture Centre and associated 'white box' retail units. This would especially benefit young people, especially those from low-income and BAME backgrounds.</p>	<p>Recommendations: Employment, Education and Skills strategy programme should be developed to provide support and advice for jobseekers in the area.</p>

Impact	Affected Protected Characteristic Groups													Overview of potential effects	Planned mitigation / EqlA recommended	
	Age			Sex	Ethnicity	Religion	Disability	Transgender	Sexual Orientation	Pregnancy/ Maternity	Marriage/Civil Partnership	Low Income Households	Business owners			
	Children	Young People	Older People													
Local employment opportunities during regeneration of Market Chambers (indirect)		✓			✓		✓					✓			The regeneration work on Market Chambers will deliver temporary employment opportunities to the local labour market. This would especially benefit young people, especially those from low-income and BAME backgrounds where equal access to jobs and associated training is provided.	<p>Recommendations: A contractor-led Employment, Education and Skills strategy programme should be developed to target recruitment of unemployment people in the local area. This should adhere to national or local schemes to promote employment amongst under-represented equality groups, e.g. Disability Confident Employer.</p> <p>A detailed Social Value Plan should also be developed and adopted by the contractor to maximise ongoing delivery of benefits to the local labour market throughout regeneration works.</p>
Adverse	Business closure/non-viability of businesses following permanent loss of retail units (direct)												x	<p>Acquisition of ground floor retail units with no re-provision within the new development could result in business closure or relocation dependent on individual flexibility and circumstance.</p> <p>While the protected characteristics of business owners are currently unknown, disproportionate impacts could be present across female-led businesses, owners with disabilities or long-term health problems or owners from ethnic minority groups.</p>	<p>Planned mitigation: Payment of disruption compensation to cover relocation costs and legal fees associated with acquisition.</p> <p>Council advice on relocation within Accrington may be provided where requested, for example to other vacant units within surrounding streets.</p> <p>Continued effective collaboration with all affected parties is being undertaken by CBRE, the Council's property consultants, in attempt to agree terms of acquisition.</p>	
	Temporary or permanent loss of employment following closure or relocation of affected businesses (direct)	x	x	x	x	x	x	x	x	x	x	x	x		<p>Associated with the loss of retail units is a loss of temporary or permanent employment. Employees with protected characteristics could be disproportionately affected due to sensitivities around finding new employment opportunities.</p>	<p>Planned mitigation: Payment of disruption compensation to cover loss of employment associated with business closure or relocation.</p> <p>Engagement with freeholders and leaseholders to identify any sensitivities with relocating in regard to protected characteristics of employees and identify mitigation strategies.</p>
	Loss of existing retail providers for customers (direct)												x		<p>The CPO process could generate equality effects where there are patterns in terms of affected customers and their having protected characteristics, especially where the service is not relocated nearby or where there is no nearby alternative.</p> <p>While the customer base of businesses within Market Chambers is unknown, the loss of these businesses is likely to impact low income families.</p>	<p>Recommendations: A Council-led Relocation Strategy which considers the pattern of affected customers in terms of protected characteristics.</p>

Neighbourhood and Community																
Beneficial	Effective consultation and community engagement with affected groups.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	The Council have engaged with Accrington's local community throughout the development of the Accrington Acre through early engagement regarding the TCIP and LUF and targeted engagement in developing the design of Market Chambers. Engagement has provided dialogue with local residents, the wider public, Councillors and stakeholder and partnership boards to ensure this initiative, and the wider Accrington Acre redevelopment, maximises the potential benefits of regeneration on the local community.	Planned mitigation: ongoing engagement via public consultation closing on 12 th June 2023 and regular meetings of the Culture Heritage and Investment Board.
	Improved mental wellbeing (indirect)			✓				✓					✓		Improving the quality of Accrington Town Centre through Market Chambers and other regeneration initiatives could have positive impacts on the mental health of local residents. Residents vulnerable to social isolation could particularly benefit from improved mental wellbeing.	N/A
	Improved perception of crime and safety in Accrington (indirect)			✓	✓	✓	✓	✓		✓					Groups who are more vulnerable to safety and security impacts including young people, older people, disabled people, ethnic minority groups, transgender and non-heterosexual people could particularly benefit through the crime reduction associated with this proposal.	N/A
Adverse	Displacement of residents following permanent loss of residential units (direct)	✓	✓	✓		✓	✓	✓						✓	Acquisition of Market Chambers residential units could generate equality effects for tenants with protected characteristics and/or who may have formed formal and informal social and community ties and support may be disproportionately affected. In cases where acquisition terms are not agreed, the CPO of Market Chambers units would bring residents into homelessness.	Planned mitigation: CBRE are currently undertaking collaboration between all affected parties and any vulnerable residents identified as potentially sensitive to the impact of the CPO due to their protected characteristics will be appropriately supported. Recommendations: the Council should fulfil their duty to support homeless residents should CPO be required.
	Environmental impacts of regeneration works on health and wellbeing of the local community (indirect)	✓		✓				✓				✓			Some groups are more vulnerable to the environmental effects of regeneration activities, including noise and air quality impacts, including older people, disabled people, people with long-term limiting illnesses and pregnant women or those caring for children.	Recommendations: A Construction Management Plan and Code of Construction should be prepared and followed taking into account the needs of those with protected characteristics. Key walking routes and crossing points in the area should be maintained or appropriately diverted where possible with appropriate security and opportunities for natural surveillance. Awareness and education as to the dangers of playing on construction sites should be provided in local schools and community centres to discourage children from entering construction areas.

8. Conclusions and recommendations

8.1 Conclusions

The exercise of compulsory purchase powers will enable the Market Chambers site to be brought under the Council's control, enabling the development to contribute to the improvements in the area including the provision of a new Museum, Arts and Culture Centre and associated retail space in addition to wider Accrington Acre initiatives. The CPO will help move the project forward towards realising the identified positive equality effects arising from the planned development, including:

- **An improved arts, culture and heritage offer and diversification of retail** at Market Chambers as part of a mixed-use development to serve the needs of the local community and visitors to the area;
- **Creation of temporary jobs** during the regeneration period which will be available to the local labour market. This could provide benefits to those who are over-represented in unemployment figures such as younger people, disabled people and people from certain ethnic minority groups; and
- **Increased economic activity** in and around the town centre caused by a greater footfall of workers and visitors. This in turn will help to **create a safer environment** with more natural surveillance for local residents. This is a particular benefit to groups for whom safety and security issues are of more concern, including women, older people, disabled people, ethnic minority group and the LGBTQ+ community.

However, there are some potential **negative** impacts of the scheme resulting from the loss of business on the current site:

- Those who depend on the 'bric-a-brac' store to buy goods may be over-represented amongst low income and protected characteristic groups. However, it is recognised that there are potential relocation opportunities in close proximity and that alternative shops are available locally, and as such the impact on customers is likely to be minimal.
- Employees at affected businesses may experience temporary or permanent loss of income and/or employment until relocated and/or where the employer closes/downsizes/relocates elsewhere. Support with successful relocation of the businesses combined with appropriate compensation should help to minimise impacts.

Limited information is known about any protected characteristics of owners, employees or customers of these businesses and the accompanying upper floor residents, and therefore general assumptions have been made based on secondary data sources as to the level of impact on different groups. The extent to which equality impacts can be minimised will depend on the successful relocation of these businesses and residents to an alternative location in close proximity to the existing site and compensation awarded to cover costs to both freeholders and leaseholders. The Council should clearly monitor the measures that are implemented and update the EqIA accordingly identifying where any equality issues have been identified in the process and where due regard has been paid to the PSED in the process of relocation.

8.2 Recommendations

In order to further minimise negative effects and enhance positive effects identified. The Council should seek to

- Review feedback from public consultation and implement ideas and recommendations in the design of Market Chambers to maximise benefits for the local community, respond to service demands and improve the viability of ground floor businesses.
- To bring positive benefits to the local population in relation to employment outcomes, the use of local labour should be considered in the procurement plan for any works at Market Chambers as well as during the operational stage. This should include specific targets for groups under-

represented groups including young people, ethnic minority groups and disabled through an Employment, Education and Skills Plan.

- Continue engagement with the freeholders and leaseholders of Market Chambers to pursue acquisition by agreement. This would be in the best interest of fostering good relations between the tenants and Council as this option is seen through to completion.
- Continue to engage with tenants of Market Chambers to identify specific needs and issues with relocating with regards to protected characteristics (i.e. the need for reasonable adjustments), and how these may be mitigated.
- Should the business units on site be acquired through a CPO, it is recommended that data is collected from the businesses to ascertain the characteristics of employees of the businesses. All possible measures should be put in place to ensure employees can retain their employment (if so desired) once the shops have been relocated, or secure new employment should the business close. If it is identified that employees/volunteers share a protected characteristic that impedes them from retaining their employment following relocation, then appropriate support should be provided to find alternative employment or volunteering opportunities.
- Should the residences on site be acquired through a CPO, the Council should support tenants where possible to reduce the risk of homelessness.
- Explore the early release of compensation payments. Compensation payments are typically only paid after vacant possession is provided and therefore employing a policy to make payments to those eligible in advance of needing to vacate could be used to support a successful relocation i.e., to pay deposits, fund relocation expenses, etc.
- Develop a Relocation Strategy which considers the pattern of affected customers in terms of protected characteristics to mitigate any potential equality effects. Accessible relocation options for common consumer sets should be considered, with alternative local services identified where relocation is not possible.
- Monitor the progress of the CPO with regards to relocation of business occupiers and employees where possible. This would help to determine the success of any measures with regards to relocation of tenants and help to develop best practice with regards to future developments.
- The Council should also consider the requirement of a detailed social value plan to be developed by contractors and targets to maximise social value as part of the project.
- During refurbishment, mitigation measures should be put in place through a Construction Management Plan to reduce the impacts of emissions and noise from the site. Impacts may be mitigated by limiting hours when machinery is in operation, and also ensuring noise levels do not exceed regulatory levels.

The EqIA is a predictive assessment and considers the effects of the CPO on groups of people rather than on individuals. The recommendations outlined are therefore suggested to minimise effect on recognised groups with protected characteristics in area at the time of the assessment.

This EqIA should be considered as a live document, and should be updated, refreshed and the actions within it monitored on a regular basis. This should include a monitoring update on the status of identified potential impacts and associated mitigation. This may result in updates both to assessment of the impacts and to the recommendations relating to the proposed mitigation measures.

