

EQUALITY IMPACT ASSESSMENT

Our Future City: Central Birmingham Framework 2045
(OFC:CBF)

Reference: EIA000390

Date: 08/03/2024

Submitted by: James.Hoskinson@birmingham.gov.uk



 **RESET**

 **RESHAPE**

 **RESTART**

EIA Form – About your EIA

Reference number	EIA000390
Date Submitted	08/03/2024
Subject of the EIA	Our Future City: Central Birmingham Framework 2045 (OFC:CBF)
Brief description of the policy, service or function covered by the EIA	The Central Birmingham Framework sets out the future vision for redevelopment and regeneration in Birmingham's Central Area. It identifies a broad range of place-making interventions and strategic actions arranged under six 'City Themes' which encompass topics such as housing and employment growth, digitalisation, sustainability, connectivity, green spaces and neighbourhoods. It follows and builds upon the Shaping Our City Together consultation in 2021, which informed the Draft Framework vision and its key principles. The Draft Framework was then consulted on from 18th May until 18th September 2024. The final version incorporates the feedback from individuals and organisations during this consultation. When published, the Framework will be a key non-statutory planning document informing the statutory and emerging Birmingham Local Plan.
Equality Assessment is in support of..	["New strategy"]
How frequently will you review impact and mitigation measures identified in this EIA?	Six months
Due date of the first review	2024-09-09

Directorate, Division & Service Area

Which directorate(s) are responsible for this EIA?	["Places, Prosperity and Sustainability"]
Division	PPS
Service area	Planning and Regeneration
Budget Saving	No

Officers

What is the responsible officer's email address?	James.Hoskinson@birmingham.gov.uk
What is the accountable officer's email address?	simon.delahunty-forrest@birmingham.gov.uk

Data Sources

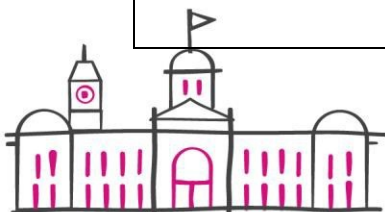


Data sources	["Birmingham City Observatory data and insight", "Quantitative data (please specify in the box below)", "Consultation results", "Surveys", "Census 2021"]
Data source details	Quantitative Census 2021 data for the Central Area, city centre of Birmingham (as defined in the OFC:CBF).

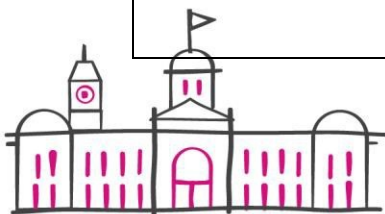
Protected Characteristics

Protected Characteristic – Age

Does this proposal impact people due to their age as per the Equality Act 2010?	Yes
What age groups are impacted by your proposal?	["0-9 years", "10-19 years", "20-29 years", "30-39 years", "40-49 years", "50-59 years", "60-69 years", "70-79 years", "80-89 years", "90 years or over"]
Please describe the impact to the age characteristic	<p>Data from the 2021 Census showed that the population of the Framework Area skewed toward a younger demographic. The most represented at 15% were aged 20 to 24, 12% aged 25-29, 11% 15-19 and 9% 30-34. In the respective Central Areas, the highest represented age groups were 20-24 and 25-29, both at 21% in the City Heart, 20-24 in Central North (26%), 5-9 in Central East (9% - the youngest most represented), 15-19 in Central South (11%) and 25-29 in Central West (14%). Those of pensionable age (65+) were most represented in Central East at 7.7% (8.1% registered as Pensioners), and children (<19) represented 38% in Central North. The data for students is also not directly related to age but can be indicative of age in the area. Students made up 22% of the Central Area's population, with the highest representation in Central North (45%).</p> <p>Prior to the start of the OFC:CBF consultation, community/stakeholder mapping helped identify organisations and groups within Central Birmingham's neighbourhoods who represented the interests of specific demographics, such as young people and the elderly.</p> <p>During the consultation itself, several different engagement methods were used to encourage people of all ages to participate and raise their views. These were a mix of digital (social media, council website, BeHeard consultation) and</p>



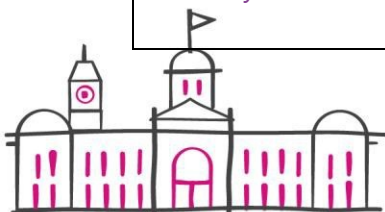
	<p>physical (in-person consultation events, engagement sessions, paper copies of the consultation left in city-centre libraries). Events took place at libraries, community centres, religious institutions, youth groups and health centres. Information about the consultation and how to get involved was also sent to all schools and further education settings in the Central Area and two bespoke events were held for young people aged 12-25 in Longbridge and Small Heath. Guest lectures were attended for students at the University of Birmingham regarding the Framework and the views of students on the plans have been recorded and considered.</p> <p>The Equalities Monitoring Data gathered during the OFC:CBF consultation showed that nearly two thirds of respondents were middle-aged 35-64 at 63%, with those older or of retirement age at 16% and young people (18-29) at 13%. Younger people were underrepresented compared to the Central Area's population demographic. Many respondents to the consultation highlighted the need to focus on the health and wellbeing of all residents at every age through the provision of stronger services, amenities, sports and leisure facilities, parks, educational institutions and safer city living conditions.</p>
<p>How will you mitigate against any negative impact to the age characteristic?</p>	<p>The Framework explicitly refers to the city's young demographic representation not only within but also outside the Central Area, as well as the importance of jobs and employment opportunities for adults. The Framework seeks a cleaner, greener built environment and public realm for all people regardless of their age. Proposals for new residential uses in the Central Birmingham area will be encouraged to provide a mix of different housing types to accommodate multiple demographics, including family housing and dwellings specifically suited for older people. The Framework supports an overall increase in the provision of open green space across the area, as well as improvements to existing green assets. This will provide benefits to people of all ages but particularly children and the elderly, by increasing their access to nature and (for children) providing more opportunities for play, which contributes positively towards their health and wellbeing.</p> <p>The Framework makes explicit reference to the need for specialist accommodation such as assisted living or later</p>



	living, typologies tailored toward older people and retirees, as well as the importance of safety and accessibility in city connectivity between its centres and neighbourhoods.
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Protected Characteristic – Disability

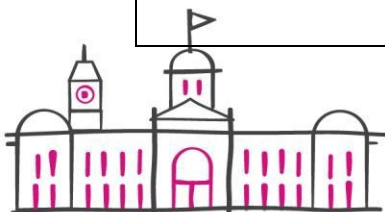
Does this proposal impact those people with a disability as per the Equality Act 2010?	Yes
Please describe the impact to the disability characteristic	<p>The 2021 Census revealed 26% of households in the Central Area had at least one person disabled registered under the Equality Act.</p> <p>The Framework consultation was undertaken both digitally and in person, with accessibility testing for all associated documents (including the Framework itself) to ensure those with screen readers and other assistive digital devices could read and understand the plan, as well as comment on the proposals through BeHeard, which is also a digitally accessible platform. In person events were held in accessible locations that could accommodate people with disabilities.</p> <p>In the Equalities Monitoring Data gathered during the OFC:CBF summer consultation, less than a fifth (18%) of respondents claimed to have a long-term disability, slightly less than the area's proportion registered in the 2021 Census.</p> <p>Respondents to the consultation stated that inclusivity, including disabled people, was particularly important to them. Some stated that while nonvehicular accessibility was key to city centre development, city centre parking remained an important option for disabled people with reduced mobility for whom public transport is an unsuitable transport mode. Sustrans added that delivery of the Framework should be inclusive of disabled people.</p>
How will you mitigate against any negative impact to the disability characteristic?	Strategic interventions in the Framework include improving connectivity and public transportation networks in the Central Area. Through proposals such as the 'Greenways', the Framework is seeking to improve connectivity and



	<p>mobility options across the Central Area which currently has many areas characterised by poor public realm and car dominated spaces, resulting in poor connectivity for pedestrians and wheelchair users as well as causing air pollution. People with mobility problems are often adversely impacted by these poor-quality environments. The Framework seeks to accommodate the needs of all pedestrians and create more attractive and convenient travel routes around the city centre. In addition the Framework recognises the need to provide housing which can accommodate people who are likely to have restricted mobility in later life.</p>
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Protected Characteristic – Sex

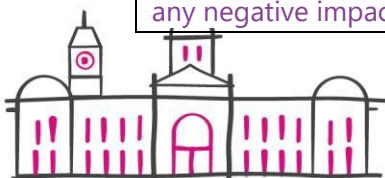
<p>Does this proposal impact citizens based on their sex as per the Equality Act 2010?</p>	<p>Yes</p>
<p>What sexes will be impacted by this proposal?</p>	<p>["Male", "Female", "Non-binary"]</p>
<p>Please describe the impact to the sex characteristic</p>	<p>In the Central Area at the 2021 Census, 50.1% of the population was female compared to 49.9% male, this is line with regional and national data.</p> <p>During the OFC:CBF consultation, efforts were made to ensure communications were sent out to community groups that represent both sexes, including women’s groups.</p> <p>The Equalities Monitoring Data gathered during the OFC:CBF consultation comprised 33% female and 55% male respondents (14% not answered/preferred not to say). Females were underrepresented compared to the Central Area’s population demographics. In the responses to the Framework’s latest consultation, Sport England raised a point about the need for promotion of sports participation at Calthorpe Park for females in the Central South’s Asian community. Sustainable Travel West Midlands noted the need for more street lighting to promote pedestrian safety generally. Respondents also noted the need to improve the safety of streets across the Central Area for everyone, especially reducing knife crime (mostly impacting men: 44% of homicides of males</p>



	involved a sharp object in 2020/21) and the perception of safety (mostly a concern for women).
How will you mitigate against any negative impact to the sex characteristic?	The Framework's vision includes an aspiration toward a safe city. Proposals include new and improved public spaces that are well lit, overlooked by buildings and have active uses at street level during most hours of the day. In addition, proposals to improve the walking routes along the canal towpaths will be closely linked to redevelopment site allocations aligning the canals and these will be encouraged to maximise lighting, activity and natural surveillance onto the towpaths where practicable, to ensure that these routes are safe for and well-used by all sexes. The Framework also supports the capitalisation and expansion of existing sports provision at the Balsall Heath Road/Sherbourne Road Estate, Highgate Park, Hockley Brook, Heartlands Eco Town, Nechells and Gib Heath Park, Hockley, benefiting single or mixed gender groups participating in sport.

Protected Characteristic - Gender Reassignment

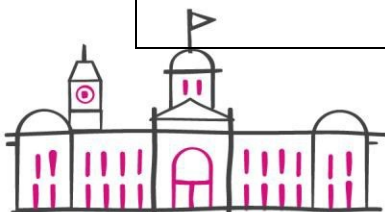
Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?	Yes
Please describe the impact to the gender reassignment characteristic	<p>There was no data capturing gender reassignment in the Central Area in the 2021 census. In terms of gender identity however, 0.3% identified as a trans man, 0.2% as a trans woman, 0.7% different from that assigned at birth - but unspecified and 0.2% for other gender identities. While not directly related to gender reassignment, this data is indicative of those who have different gender identities.</p> <p>The Equalities Monitoring Data gathered during the OFC:CBF consultation did not collect data on gender reassignment. The consultation on the Framework however encouraged participation from local organisations and groups who represented the interests of the LGBTQ+ community in Birmingham. Stakeholder mapping helped identify these organisations so that they could be notified of the consultation. No specific comments relating to gender reassignment were raised during the consultation.</p>
How will you mitigate against any negative impact to the	The Framework aims to create a cleaner, greener, healthier city for all residents of each gender. The Framework refers



<p>gender reassignment characteristic?</p>	<p>to gender reassignment as part of the wider LGBTQ+ community. While gender reassignment is not necessarily linked to sexuality, support for such communities exists within LGBTQ+ services. The Framework recognises the need to protect and promote the role of the Gay Village in Southside as a safe space for the LGBTQ+ community, part of the celebrated diversity of the city, which is also a key element of the 'City of Growth for All' theme and wider Framework aims toward inclusive growth.</p>
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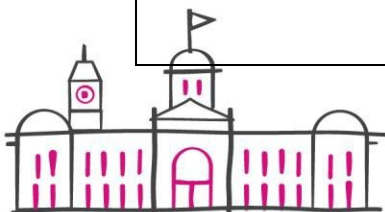
Protected Characteristic - Marriage and Civil Partnership

<p>Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?</p>	<p>Yes</p>
<p>What legal marital or registered civil partnership status will be impacted by this proposal?</p>	<p>["Single", "Never married and never registered a civil partnership", "Married: Opposite sex", "Married: Same sex", "In a registered civil partnership: Opposite sex", "In a registered civil partnership: Same sex", "Separated, but still married", "Separated, but still in a registered civil partnership", "Divorced", "Formerly in a civil partnership now legally dissolved", "Widowed", "Surviving partner from civil partnership"]</p>
<p>Please describe the impact to the marriage and civil partnership characteristic</p>	<p>Data on marriage and civil partnership status in the Central Area in the 2021 showed that 45% of adults (>16) were single, 40% were married or in a civil partnership, 7% divorced, 5% widowed and 3% separated.</p> <p>The Equalities Monitoring Data gathered during the OFC:CBF summer consultation did not collect data on marriage or civil partnership. No specific comments relating to marriage or civil partnerships were raised during the consultation.</p>
<p>How will you mitigate against any negative impact to the marriage and civil partnership characteristic?</p>	<p>The Framework does not explicitly refer to marriage or civil partnerships, but it does have a number of proposals that benefit couples and families living in the Central Area, including promotion of a range of housing types at greater densities and mixed tenures, for instance at Garrison Park Quarter and Heartlands Eco Town.</p> <p>The Framework makes explicit reference to the housing needs of cohabitants.</p>



Protected Characteristic - Pregnancy and Maternity

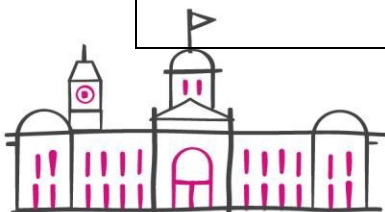
<p>Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?</p>	<p>Yes</p>
<p>Please describe the impact to the pregnancy and maternity characteristic</p>	<p>There was no data directly capturing pregnancy and paternity in the Central Area in the 2021 census. Data on dependent children and live births are useful as indicative of maternity however, showing that lone parents, families or other households with dependent children made-up 25% of households in the Central Area and that the city of Birmingham had 14,482 live births (in 2022). Births have generally been declining since 2012, this is in line with the national trend. Whilst the overall number of births declined there were increases in fertility rates for mothers aged 35 or over. At 2.2% the rate of decline for non-UK born mothers is modest compared with UK born mothers (-21%).</p> <p>The consultation targeted those having or planning families by communicating the launch of the consultation with education settings, both for inclusion in the curriculum and within school and school community newsletters read by parents. Consultation events were held in libraries and health centres that also offer maternity groups for new mothers, increasing the likelihood of engagement.</p> <p>The Equalities Monitoring Data gathered during the OFC:CBF summer consultation did not collect data on pregnancy and maternity. No specific comments relating to pregnancy and maternity were raised during the consultation, though general comments were made as to ensuring vehicular access to the Children’s Hospital, including a note from the Birmingham and Solihull NHS Integrated Care Board that this should also include helicopter landing.</p>
<p>How will you mitigate against any negative impact to the pregnancy and maternity characteristic?</p>	<p>Poor connectivity and mobility, as well as a lack of accessible open spaces, can disproportionately impact upon both pregnant women and women with very young children. The Framework has several principles and aspirations that seek to deliver positive impacts for all people in Birmingham including creating well-connected</p>



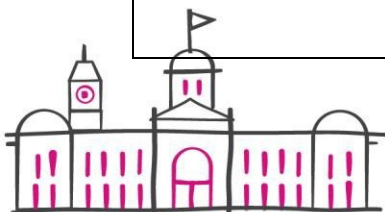
	green and open spaces, promoting and restore the urban waterways for recreation, leisure and tourism and creating networks of pedestrian streets and public spaces integrated with public transport services. Housing is a vital amenity for mothers. Proposals for new residential uses in the Central Area will be encouraged to provide a mix of different housing types to accommodate a wide range of demographics, including family housing.
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Protected Characteristic - Ethnicity and Race

Does this proposal impact people due to their race as per the Equality Act 2010?	Yes
What ethnic groups would be impacted by this proposal?	["White British","Other White","Bangladeshi","Indian","Chinese","Pakistani","Other Asian","African","Caribbean","Black British","Other Black","Arab","Latin American","Irish","Gypsy or Irish Traveller","Roma","Central and Eastern Europe","Western and Southern Europe"]
Please describe the impact to the ethnicity and race characteristic	<p>The 2021 Census shows that the Central Area is very diverse, home to a large number of ethnic minority groups. 30% of the city's Chinese population live within it, compared to 27% of African people, 27% of Asian people and 5% White British. The largest ethnic groups in each Central Area include Black African (29%) in Central North, Asian Pakistani (30%) in Central East, White British (24%) in Central South and Central West. There are also sizeable communities of Black Caribbeans in Central West (10%), Other White in the City Heart (15%) and Bangladeshi in Central East (17%).</p> <p>While not always relating to ethnicity directly, spoken language is a useful, indicative dataset alongside ethnicity data. In the 2021 census 84% of people aged 3 years and over in Birmingham speak English as a main language, suggesting around 16% speaking English as a second language.</p> <p>The Equalities Monitoring Data gathered during the OFC:CBF summer consultation was made-up of 9% Other White respondents, 63% White, 9% Asian, 4% Black African/Caribbean and 2% other ethnic groups (mostly</p>



	<p>Chinese, at 1%). There was an overrepresentation of White respondents compared to all other ethnic groups, who were underrepresented compared to the Central Area. Responses to the OFC:CBF consultation did not raise any specific issues concerning the protected characteristic of race. However, general comments were raised around the diversity in the Central Area. Respondents stated that the city should capitalise on its diversity and culture more, while some felt that less focus should be made on cultural diversity but rather on one shared identity as a city.</p> <p>Healthwatch wanted a pledge for the city to thrive with equity and equality, while Turley wanted to see a methodology for social value specifically measured.</p> <p>The OFC:CBF consultation encouraged participation from organisations and groups within the Central Area’s neighbourhoods representing the interests of ethnic minority groups. In-person or online meetings with Council officers were timetabled in a range of communities across the area. Stakeholder mapping helped identify these organisations so that they could be notified of the consultation.</p>
<p>How will you mitigate against any negative impact to the ethnicity and race characteristic?</p>	<p>The Framework celebrates the diversity of the city and looks to spread the benefits of regeneration beyond the city centre and the Middleway ring road (which has been seen as a major barrier to growth in the past) into the diverse, inner-city communities, to transform them into vibrant, attractive and inclusive places for all residents and visitors. There are also proposals to ensure that they are well connected to the city centre and to neighbouring areas, so they are no longer perceptually or physically isolated. Interventions identified in the Framework include the identification of major development opportunity sites to provide new housing, jobs and services, improved walking and cycling routes, and improve access to green spaces.</p> <p>During the OFC:CBF consultation, the vision document and</p>



	<p>its supporting materials were made accessible on the Council website and translations into other main languages were available on request. No such translations were requested. Images and illustrations within it also showcase the diversity of the city. In addition, a new section has been added to the plan on Heritage and Culture, detailing the unique cultural makeup of each Central Area.</p>
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Protected Characteristic - Religion or Beliefs

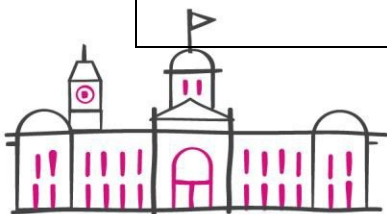
<p>Does this proposal impact people's religion or beliefs as per the Equality Act 2010?</p>	<p>Yes</p>
<p>What religions could be impacted by this proposal?</p>	<p>["No religion", "Buddhist", "Christian", "Hindu", "Jewish", "Muslim", "Sikh"]</p>
<p>Please describe the impact to the religion or beliefs characteristic</p>	<p>The Central Area features a diverse mix of religious groups according to the 2021 census. The largest religious group in the Central Area were Muslims at 37%, followed by Christians (27%) and the non-religious (23%). Islam was the largest religion in Central North, East and South, while Christianity was the largest in Central West. The City Heart had the highest proportion of non-religious (39.4%), a majority. Buddhists are most represented in the City Heart (1.5%), Sikhs (2.2%) and Jewish in Central South (0.5%). Other religions make-up no more than 1% in any Central Area.</p> <p>The Equalities Monitoring Data gathered during the OFC:CBF summer consultation showed mostly non-religious respondents at 39%, then Christians at 28%, Muslims at 8% Hindu 2% and other religions at 2%. Muslims were underrepresented compared to the Central Area as a whole.</p> <p>Respondents to the OFC:CBF consultation noted a need to protect the city's religious heritage assets, including the Methodist Church Hall and Key Hill Cemetery in the Jewellery Quarter, while major schemes will benefit nearby religious institutions, like Smithfield increasing the visual prominence of St Martins Church, space for events and the size of its potential congregation.</p>
<p>How will you mitigate against any negative</p>	<p>Consultation on the Draft Framework encouraged participation from local organisations and groups who represented the</p>



<p>impact to the religion or beliefs characteristic?</p>	<p>interests of the various religious communities. Stakeholder mapping helped identify these organisations so that they could be notified of the consultation. At least two consultation events were held in churches or religious community halls within the Central Area.</p> <p>The Framework acknowledges that Birmingham is a highly diverse city, and the central area it covers is home to a large number of different ethnic minority groups. Whilst not exclusive to those from ethnic minority groups, there are large proportions of people from different religious backgrounds. The Framework's interventions and proposals are aimed to address the needs of people from all religious backgrounds and beliefs. Specific interventions include strengthening the provision of community assets (which include places of worship) within Central Birmingham's neighbourhoods and make them more easily accessible through improved physical connectivity between them. The importance of Birmingham Central Mosque is noted in the plans for Central South, with plans to improve its connectivity to Highgate. It also recognises the importance of the city's historic cathedrals, churches, churchyards, and cemeteries in areas such as the Jewellery Quarter and St Chads, the latter having opportunities identified to greatly improve the public realm and pedestrian connectivity.</p> <p>In addition, a new section has been added to the plan on Heritage and Culture, in which is detailed the unique religious makeup of each Central Area.</p>
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Protected Characteristic - Sexual Orientation

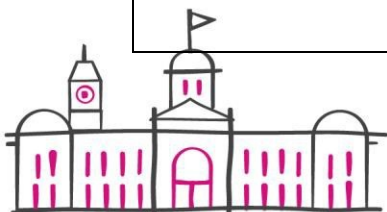
<p>Does this proposal impact people's sexual orientation as per the Equality Act 2010?</p>	<p>Yes</p>
<p>What sexual orientations may be impacted by this proposal?</p>	<p>["Gay or lesbian", "Straight or heterosexual", "Pansexual", "Bisexual", "Asexual", "Queer", "All other sexual orientations"]</p>
<p>Please describe the impact to the sexual orientation characteristic</p>	<p>The 2021 Census showed that in the Central Area, 82% of people identified as straight or heterosexual, 2.8% as gay or lesbian, 2.6% as bisexual and 0.7% all other sexual orientations.</p>



	<p>The Equalities Monitoring Data gathered during the OFC:CBF summer consultation showed that (of those answered) 66% respondents were heterosexual, with 9% gay or lesbian and 3% bisexual. Non-heterosexual people were overrepresented in the survey responses as compared to the Central Area. Despite this, there were no responses directly relating to issues around sexual orientation.</p>
<p>How will you mitigate against any negative impact to the sexual orientation characteristic?</p>	<p>The consultation on the Framework encouraged participation from local organisations and groups who represented the interests of the LGBTQ+ community in Birmingham. Stakeholder mapping helped identify these organisations so that they could be notified of the consultation. However, no specific comments relating sexual orientation were raised during the consultation.</p> <p>While the Framework does not explicitly refer to gender reassignment, it aims to create a cleaner, greener, healthier city for all residents. The Framework recognises the need to protect and promote the role of the Gay Village in Southside as a safe space for the LGBTQ+ community who are part of the celebrated diversity of the city, a key element of the 'City of Growth for All' theme and integral to the Framework's wider aims toward inclusive growth.</p>

Monitoring

<p>How will you ensure any adverse impact and mitigation measures are monitored?</p>	<p>The Draft Framework was deemed to have an overall positive impact upon across the whole community in Central Birmingham and across all protected characteristics. The points raised in this impact assessment were thoroughly tested during the consultation on the Framework and up to its final publication to ensure that it did not adversely impact upon any of the protected groups. The results of this consultation, the nature of respondent issues raised, and the subsequent recommendations made on the back of these have led to further improvements and amendments to the document in furtherment of equality.</p> <p>No adverse impacts have been identified to any particular protected characteristic.</p>
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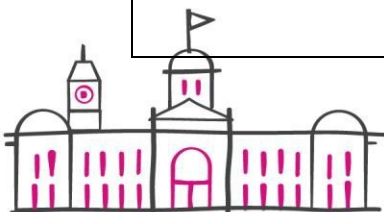
The Framework's vision, principles and bold proposals seek to deliver an overall positive impact upon all protected characteristics and do not disproportionately affect one protected group or characteristic over another. While short term impacts have been identified, it will contribute to equality of opportunities in the long term as a catalyst for growth and investment that benefits all.

Following publication of the Central Birmingham Framework, the proposals within the document will be developed further during the preparation of the emerging Birmingham Local Plan and closely considered for site allocation and/or planning policy options. All proposals and policies within an adopted Local Plan are required to be monitored annually. Business cases for any identified proposal in the final Framework, both planning and non-planning related, will require proportionate level of equality analysis undertaken prior to approval by the Council relating to each planning proposal.

Further equality analysis will be undertaken for future development plan documents (such as masterplans) and business cases prepared by the Council which will help deliver the aspirations set out in the Framework.

Future Census data in 2031 and 2041 will prove useful to the monitoring and evaluation of the Framework's progress against either protected characteristic as the Framework will then be a number of years post-adoption, and having implemented much of its proposals and schemes, to the life of the plan to 2045. Any later EIA review will use the latest data available.

All proposals in the Framework will be monitored to ensure they deliver with the full and early engagement of residents and citizens from the outset.



	Partnership working will ensure the delivery of services with as little disruption as possible during plot or public realm development through early communication, public transport redirection, clear timetabling, temporary signage and travel routes for pedestrians.
Please enter the email address for the officer responsible for monitoring impact and mitigation	james.hoskinson@birmingham.gov.uk

