

AGENDA MANAGEMENT SHEET

Report Title:	UK Shared Prosperity Fund Capital Spend Year 1
Name of Committee:	Council
Date of Meeting:	23 November 2022
Report Director:	Chief Officer - Growth and Investment
Portfolio:	Growth and Investment
Ward Relevance:	All wards
Prior Consultation:	Internal consultation with Leadership Team, Finance, Legal, Corporate Performance and Risk and Equalities.
Contact Officer:	Nicola Smith- Chief Officer Growth and Investment
Public or Private:	Public
Report Subject to Call-In:	No
Report En-Bloc:	No
Forward Plan:	No
Corporate Priorities:	This report relates to the following priority(ies): <input checked="" type="checkbox"/> Rugby is an environmentally sustainable place, where we work together to reduce and mitigate the effects of climate change. (C) <input checked="" type="checkbox"/> Rugby has a diverse and resilient economy that benefits and enables opportunities for all residents. (E) <input checked="" type="checkbox"/> Residents live healthy, independent lives, with the most vulnerable protected. (HC) <input checked="" type="checkbox"/> Rugby Borough Council is a responsible, effective and efficient organisation. (O) Corporate Strategy 2021-2024 <input type="checkbox"/> This report does not specifically relate to any Council priorities but
Summary:	The purpose of this report is to make recommendations for what projects the year 1 allocation of UK Shared Prosperity Funding should be spent on.
Financial Implications:	The financial implications can be found in section 3 of the report detailing the proposed Capital Schemes funded through UKSPF funding of £0.346m.

Risk Management/Health and Safety Implications:	<p>If funding for year 1 is not spent by the 31st March 2023 then the Government may not release the funds allocated for Year 2 and 3.</p> <p>There is currently no certainty that the Council will receive the funding for Year 1 or the subsequent 2 years.</p>
Environmental Implications:	<p>A Climate Change and Environmental Impact Assessment has been completed and is attached at Appendix 1. There is a positive impact on energy usage. A separate assessment will be undertaken for each of the projects approved.</p>
Legal Implications:	<p>None identified</p>
Equality and Diversity:	<p>An Equality Impact Assessment has been completed and is attached at Appendix 2. There is a positive impact on people with disabilities. A separate EQIA will be undertaken for each of the projects approved.</p>
Options:	<p><u>Option 1</u> Agree the spend as set out in the report</p> <p><u>Option 2</u> Not agree the spend as set out in the report</p>
Recommendation:	<ol style="list-style-type: none"> 1. The UK Shared Prosperity Fund allocation as set out on the report be approved; 2. a 2022/23 supplementary capital budget of £0.346m be established for UKSPF Capital schemes to be fully funded through the UKSPF funding be approved; 3. delegated authority be given to the Chief Officer for Finance and Performance in consultation with the Chief Officer for Growth and Investment to make minor changes to the spend to ensure that all money is spent by the end of the financial year; and 4. note the use of powers approved as part of the 2022/23 Capital Strategy, the Chief Officer Finance and Performance may exercise authority to adjust the funding of the schemes subject the annual Capital Financing review.
Reasons for Recommendation:	<p>To enable the Borough Council to use the funding provided by Government to deliver levelling up schemes and which also deliver on the aims of the Corporate Strategy.</p>

Council - 23 November 2022

UK Shared Prosperity Fund Capital Spend Year 1

Public Report of the Chief Officer - Growth and Investment

Recommendation

1. The UK Shared Prosperity Fund allocation as set out in the report be approved;
2. a 2022/23 supplementary capital budget of £0.346m be established for UKSPF Capital schemes to be fully funded through the UKSPF funding be approved;
3. delegated authority be given to the Chief Officer for Finance and Performance in consultation with the Chief Officer for Growth and Investment to make minor changes to the spend to ensure that all money is spent by the end of the financial year; and
4. note the use of powers approved as part of the 2022/23 Capital Strategy, the Chief Officer Finance and Performance may exercise authority to adjust the funding of the schemes subject the annual Capital Financing review.

1. Background

- 1.1 In April 2022 the Government announced a new fund to support its levelling up agenda. The UK Shared Prosperity Fund (UKSPF) is a 3 year fund to replace the monies which used to come from the European Union such as the European Social Fund (ESF) and European Regional Development Fund (ERDF). The prosperity fund is centred around 3 investment priorities Community and Place, Supporting Local Business and People and Skills.
- 1.2 Council on 19 July 2022 approved the general areas of spend across the 3 years. The Council's submission was then submitted to meet the deadline of 1 August 2022.
- 1.3 The Council has received an acknowledgement of the receipt of the Investment Plan and the Government has required no further information or amendments to the plan submitted. The money for Year 1 was intended to be released in October 2022, however, to date the money has not been received.
- 1.4 The latest update that has been received is that the money for year 1 is still intended to be distributed in winter 2022, however, it still has to be spent by 31 March 2023.

2. Year 1 Capital Spend

- 2.1 The funding allocated for Year 1 is £370,500, of which £345,680 is allocated to capital projects.
- 2.2 While this report relates to capital spend in year 1, there is a revenue spend of £10,000 to contribute towards a Warwickshire wide Business Support Review to consider the specific challenges facing businesses and identifying specific opportunities and support needed for businesses.
- 2.3 The projects identified have been significantly affected by the requirement to spend the allocation by the end of the financial year which includes the full delivery of the project. Furthermore, there is ongoing uncertainty as to whether the funding will be received.
- 2.4 The allocation applied for in the Investment Plan for Year 1 is centred around Places and Communities and three key areas
- E1: Funding for improvements to town centres and high streets, including better accessibility for disabled people, including capital spend and running costs.
 - E10: Funding for local sports facilities, tournaments, teams and leagues; to bring people together.
 - E13: Community measures to reduce the cost of living, including through measures to improve energy efficiency, and combat fuel poverty and climate change.
- 2.5 Given the constraints set out in paragraph 1.3, the list of schemes are not as expansive as is needed to meet the aspirations of the Corporate Strategy particularly around the town centre and supporting local businesses however the aim is to have projects that can be delivered in a very short period of time once the money is received. The list of projects recommended for capital spend are set out below.

Festival Lights (£38,000)

- 2.6 Festival Lights for the town centre is supportive of objective E1 to improve the town centre. This requirement for festival lighting already gained approval from Council in July and therefore the lights have already been procured. If UKSPF funding is not received these lights will be funded from the town centre funds within the Growth and Investment portfolio.
- 2.7 The lighting used in Rugby Town Centre at Christmas time has not been updated for over 8 years, it can only be used at Christmas due to the style of the lighting and is in need of a refresh. Following resident and Member feedback and to become a more inclusive borough, the Council aims to celebrate more events and festivals. Therefore, new universal LED lighting will be procured that can be used at any time of the year to celebrate different events and festivals and bring additional footfall to the town centre which will support local businesses.

Public realm improvements - Bicentenary of the game of Rugby Union and other public realm improvements (£45,000)

- 2.8 To commemorate and celebrate the bicentenary of the game of Rugby in 2023 and to support increased town centre tourism and events being co-ordinated between the Council, Rugby School and local business the areas around the school are proposed to be improved this would include:
- Replace 21 no. flagpoles and flags
 - Replace the flagpole illumination with LED lamps
 - Cleanse and re-point (where required) the statue and plinth
 - Break out the existing gravelled surface around the statue and replace with resin bound gravel
 - Cut back vegetation and re-paint the metal railings around the statue
 - Break out the resin gravel around 3 trees (trip hazards), enlarge the tree pit areas and re-gravel with self-binding materials
 - Replace the statue illumination with LED lamps
 - Replace the 'school' illumination with LED lamps and replace the polycarbonate panel (graffiti damaged)
- 2.9 In addition to the above public realm improvements there may be other small scale public realm schemes identified that can be delivered in year 1 such as the replacement of bus shelters that are the responsibility of the Council.

Athletics track lighting (£50,000)

- 2.10 To support objective E10 - funding for local sports facilities to bring people together it is proposed to improve the lighting at the athletics track. The 8-lane athletics track situated on Bruce Williams Way is a Rugby Borough Council leisure asset that is operated as part of the Queen's Diamond Jubilee Centre.
- 2.11 In 2021, a full track refurbishment was undertaken that saw a complete removal and replacement of the 8-lane track surfacing and significant long jump pit improvements to ensure compliance with UK Athletics requirements for the track certification and the provision of athletics within the borough.
- 2.12 The athletics track has a series of 12 floodlight columns that currently uses halogen bulbs that require regular maintenance and repair when bulbs become faulty. As part of the continual development and improvement of the facility, a project to undertake a replacement programme for LED bulbs is identified as an opportunity within the track survey. The replacement programme would contribute to the Council's Net Zero ambitions as LED technology uses up to 90% less energy than conventional halogen bulbs and are considered to be the best value lighting solution, saving energy and cost.
- 2.13 The scheme would see a full replacement for 24 LED floodlights meeting the UK Athletic requirement of Class 2, producing 200lux average/0.5 uniformity. The use of LED bulbs are also predicted to last up to 50 times longer than equivalent halogen bulbs. There will be an ongoing revenue cost associated

with this project however there is already a revenue cost associated with the existing lighting.

- 2.14 The refurbishment of the lighting will significantly improve the user experience of the athletics track and improve the Council owned asset.

Footfall Counters (£47,850)

- 2.15 Historically, Rugby First monitored the contract for the Town Centre's two footfall cameras, however the contract has not been renewed and there is no longer any means to monitor how many visitors Rugby Town Centre receives.
- 2.16 Footfall data obtained by specific cameras are a good indicator of physical behaviours in a particular location and can develop actionable insights on footfall to maximise the value of the town centre and are also an important part of the Council's business case when putting forward any bids for funding. This supports objective E1 on town centres.
- 2.17 The intention is to have five footfall cameras installed in the following locations to track the success of the Town Centre Regeneration Strategy and the Market, which is due to have a new operator shortly. In addition, the footfall cameras can count and classify non-pedestrian movement of cars, lorries, buses and bikes enabling us to monitor the frequency in which certain roads and pedestrian areas are used to maximise effectiveness of changes to the network for sustainable methods of travel.

Proposed locations:

1. Near Asda (past the entrance to Asda to avoid counting Asda customers who don't go into town itself) to capture footfall from the Asda underground car park into Rugby Central and into High Street.
2. By Market Place (but located in North Street) to cover the effect of Rugby Central's redevelopment, the market and the impacts of changes to it and also cover North Street which is a key entrance with key bus stops and car parks.
3. The former McDonalds or nearby would enable footfall coming from the southern entrances to town i.e. High Street/Sheep Street to be covered and would measure the effect of the market.
4. On Newmans or nearby would cover footfall from the east of town e.g. people using Gas Street car park, would cover footfall into Regent Street and also capture impacts of changes to the market i.e. market day vs non-market days.
5. A location to be determined following adoption of the Town Centre Strategy.

Digital Signage (£120,000)

- 2.18 To support and raise the profile of activity in the town centre again in support of objective E1 a network of outdoor screens are proposed to provide digital information. This would provide local businesses, visitors and, residents with public and accessible wayfinding information as well as being a platform for public announcements.

- 2.19 These screens will measure approximately 2000mm tall by 800mm wide and will be either single or double sided depending upon location; sometimes referred to as “tombstone” signage, there is the opportunity to use vinyl wraps where appropriate to further brand the signage or leave solid black to be less impactful. This signage will give us a vital output to enhance the reach of our communications, target our audiences by aligning the messaging with the audience data for the place and time of display, and introduce accessible wayfinding to our town centre and beyond.
- 2.20 The signs will also provide an income generating opportunity for the Council as other organisations will be able to pay to display their information on the signage. Whilst there will be a revenue cost associated with powering the facilities this would be covered by the income generated by the signage.

White goods appliances (£44,830)

- 2.21 To support objective E13 which aims to address issues arising from the cost-of-living crisis it is proposed that the Council bulk purchase a range of white goods. The sourcing of white goods will be for people who are at most risk of experiencing fuel poverty, given the financial outlay needed at the commencement of a new tenancy, principally those:
- Moving into temporary accommodation
 - Those whom we have facilitated moves for into the private rented sector, to discharge out housing duties
 - Tenants moving into HRA homes
 - Those currently under-occupying family housing that will qualify for a move into independent living accommodation
- 2.22 The proposed package would be fridge (or fridge freezer), washing machine, oven or slow cooker.
- 2.23 This will be an opportunity for people taking on a new tenancy in the coming months to have the added security of provision of white goods that are energy efficient. The council’s rented stock is allocated to those in most urgent housing need. One of the issues that comes up is the fact that incoming tenants can accrue debt at this time as they often do not have the financial capacity to purchase the goods needed to kit out a home. This situation is equally challenging for people whom we enable to be housed in the private sector. The installation of cookers will need to be arranged at the incoming tenant’s expense.
- 2.24 The added value of this proposed approach is that the high energy performance rating of the white goods will enable people to reduce energy consumption. This is a one off. The council will not be liable for replacement of goods or their maintenance. We will need to be careful to manage expectations on this front and ensure that service users understand.

- 2.25 The approach of doing this to support incoming tenants for a specific period ensures that officers have a clear and transparent process to follow. To open this up to the wider tenant base would mean that officers would need to come up with a system for decision making and allocation of goods. The process would be fraught with practical issues, not least inability to meet likely demand and potential abortive use of time spent on managing complaints, when officers will need to be directing their resource to supporting people through the cost-of-living challenge. Where there is a genuine crisis for an existing tenant there are other potential pathways that can be explored to support on a case-by-case basis.

3 Financial Implications

- 3.1 The capital spend for each of the schemes are set out below.

Capital Schemes	Amount £000
Festival Lights Phase 1 (replacement lighting)	38,000
Public Realm Improvements Bicentenary of the game of Rugby	45,000
Athletics Lighting	50,000
Footfall Monitoring for the Town Centre	47,850
Digital Signage	120,000
White Goods Appliances	44,830
Total	345,680

- 3.2 As set out previously if UKSPF is not allocated by the Government then it is recommended that the cost of festival lights be met from the town centre budgets in Growth and Investment. In addition, if UKSPF is not allocated then the footfall monitors will also need to be funded via town centre budgets in Growth and Investment as this information is no longer being provided by Rugby First and it will provide essential information required for any future funding bids.
- 3.3 At the time of publishing the report, the final approval of the UKSPF grant has not been confirmed by the Department of Levelling Up, Housing and Communities to deliver the schemes as per the conditions orders will need to be placed as soon as possible.
- 3.4 As approved in the 2022/23 Capital Strategy, at each financial year end, financing of the capital expenditure will be reviewed to ensure optimum use of the overall resources available to the Council. Any changes will be determined by the Chief Officer-Finance and Performance and additional member approval is not specifically required. Details of the review will be reported to Cabinet in the Council's financial outturn report in June.

4. Options available

- 4.1 Taking the above into account, two options are proposed for the consideration of Members, namely:

Option 1

Agree the spend as set out in the report

Option 2

Not agree the spend as set out in the report

5. Conclusion and Recommendation

- 5.1 It is recommended that the capital spend set out in the report be approved for the schemes listed. This will allow the capital schemes to be commenced and to ensure that they are delivered by the 31 March 2023 at the latest. The UKSPF will ensure that the Council can deliver on its Corporate Plan Commitments and deliver for the residents of Rugby.

Name of Meeting: Council
Date of Meeting: 23 November 2022
Subject Matter: Capital Spend UKSPF Year 1
Originating Department: Growth and Investment

DO ANY BACKGROUND PAPERS APPLY YES NO

LIST OF BACKGROUND PAPERS

Doc No	Title of Document and Hyperlink

The background papers relating to reports on planning applications and which are open to public inspection under Section 100D of the Local Government Act 1972, consist of the planning applications, referred to in the reports, and all written responses to consultations made by the Local Planning Authority, in connection with those applications.

Exempt information is contained in the following documents:

Doc No	Relevant Paragraph of Schedule 12A

Rugby Borough Council

Climate Change and Environmental Impact Assessment

CONTEXT

In 2019 the UK Parliament set a commitment in law to reach net zero carbon emissions by 2050. Achieving this target will require considerable effort with public bodies, private sector organisations, the third sector and individuals working together to take action. Rugby Borough Council declared a climate emergency in 2019, in doing so committed to:

- To move the Council's operations towards Carbon Neutrality by 2030.
- To establish action to tackle climate change as a key driver of all decision-making.
- To provide community leadership in reducing the impact of Climate Change.
- To take action to mitigate the impact of climate change on a Borough wide basis and beyond, through adaptation.

The Council's Corporate Strategy (2021-24) [link](#) sets ambitious outcomes in relation to Climate Change. These ambitions must now be progressed through the decisions which the Council makes.

It is therefore important that Rugby Borough Council gives due regard to climate change when making decisions. In the context of the Council's business, Climate Change includes carbon emissions, biodiversity, habitat loss and environmental destruction. When putting forward recommendations for decision, officers must assess how these recommendations are likely to influence our climate change commitments by completing the following Climate Change and Environmental Impact Assessment.

A copy of this Climate Change and Environmental Impact Assessment, including relevant data and information should be forwarded to the Deputy Executive Director.

If you require help, advice and support to complete the forms, please contact Dan Green, Deputy Executive Director.

SECTION 1: OVERVIEW

Portfolio and Service Area	Growth and Investment
Policy/Service/Change being assessed	UK Shared Prosperity Fund (UKPF) – Capital Spend Year 1
Is this a new or existing Policy/Service/Change?	This is a new Government funding source. Council approval has been given for the general areas of spend across the next 3 years as of 26 th July 2022.
If existing policy/service please state date of last assessment	None.
Ward Specific Impacts	Borough wide.
Summary of assessment Briefly summarise the policy/service/change and potential impacts.	<p>The UKSPF is centred around three investment priorities Community and Place, Supporting Local Business and People and Skills. Year one capital spend is centred around funding for improvements to town centres, to bring people together through local sports facilities as well as reducing the cost of living, through measures to improve energy efficiency, combat fuel poverty and climate change.</p> <p>The projects outlined have given consideration to the Council's Climate Change Strategy, whilst also benefitting the Borough's residents.</p>
Completed By	Helen Nightingale - Major Projects & Economic Development Manager
Authorised By	Nicola Smith – Chief Officer for Growth & Investment
Date of Assessment	25 th October 2022

SECTION 2: IMPACT ASSESSMENT

Climate Change and Environmental Impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner	Timescales
Energy usage	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Items listed in proposed capital spend will improve energy efficiency		Nicola Smith	2022/2023
Fleet usage	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Sustainable Transport/Travel (customers and staff)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Sustainable procurement	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Community leadership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Biodiversity and habitats	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Adaptation/Mitigation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Impact on other providers/partners	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				

SECTION 3: REVIEW

Where a negative impact is identified, the proposal and/or implementation can be adapted or changed; meaning there is a need for regular review. This review may also be needed to reflect additional data and evidence for a fuller assessment (proportionate to the decision in question). Please state the agreed review timescale for the identified impacts of the policy implementation or service change.

Review date	None
Key points to be considered through review	No negative impacts have been identified at this stage.
Person responsible for review	Helen Nightingale - Major Projects & Economic Development Manager
Authorised by	Nicola Smith – Chief Officer for Growth & Investment

EQUALITY IMPACT ASSESSMENT (EqIA)

Context

1. The Public Sector Equality Duty as set out under section 149 of the Equality Act 2010 requires Rugby Borough Council when making decisions to have due regard to the following:
 - eliminating unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act,
 - advancing equality of opportunity between people who share a protected characteristic and those who do not,
 - fostering good relations between people who share a protected characteristic and those who do not, including tackling prejudice and promoting understanding.
2. The characteristics protected by the Equality Act are:
 - age
 - disability
 - gender reassignment
 - marriage/civil partnership
 - pregnancy/maternity
 - race
 - religion/belief
 - sex/gender
 - sexual orientation
3. In addition to the above-protected characteristics, you should consider the crosscutting elements of the proposed policy, such as impact on social inequalities and impact on carers who look after older people or people with disabilities as part of this assessment.
4. The Equality Impact Assessment (EqIA) document is a tool that enables RBC to test and analyse the nature and impact of what it is currently doing or is planning to do in the future. It can be used flexibly for reviewing existing arrangements but in particular should enable identification where further consultation, engagement and data is required.
5. The questions will enable you to record your findings.
6. Where the EqIA relates to a continuing project, it must be reviewed and updated at each stage of the decision.
7. Once completed and signed off the EqIA will be published online.
8. An EqIA must accompany all **Key Decisions** and **Cabinet Reports**.
9. For further information, refer to the EqIA guidance for staff.
10. For advice and support, contact:
Minakshee Patel
Corporate Equality & Diversity Advisor
minakshee.patel@rugby.gov.uk
Tel: 01788 533509

Equality Impact Assessment

Service Area	Growth & Investment
Policy/Service being assessed	UK Shared Prosperity Fund (UKSPF) Capital Spend Year 1
Is this is a new or existing policy/service? If existing policy/service please state date of last assessment	No. Council approved the general areas of spend across the three years at Council.
EqlA Review team – List of members	Helen Nightingale
Date of this assessment	27/10/2022
Signature of responsible officer (to be signed after the EqlA has been completed)	Helen Nightingale

A copy of this Equality Impact Assessment report, including relevant data and information to be forwarded to the Corporate Equality & Diversity Advisor.

If you require help, advice and support to complete the forms, please contact Minakshee Patel, Corporate Equality & Diversity Advisor via email: minakshee.patel@rugby.gov.uk or 01788 533509

Details of Strategy/ Service/ Policy to be analysed

<u>Stage 1 – Scoping and Defining</u>	
(1) Describe the main aims, objectives and purpose of the Strategy/Service/Policy (or decision)?	The purpose of the report is to make recommendations for what projects the year 1 allocation of UK Shared Prosperity Funding should be spent on.
(2) How does it fit with Rugby Borough Council's Corporate priorities and your service area priorities?	<p>The Delivery of the Year 1 capital Project of the UKSPF has the ability to contribute to several corporate priorities:</p> <ul style="list-style-type: none"> • Rugby is an environmentally sustainable place, where we work together to reduce and mitigate the effects of climate change • Rugby has a diverse and resilient economy that benefits and enables opportunities for all residents • Residents live healthy, independent lives, with the most vulnerable protected <p>These priorities can be met by the purchase of white goods to reduce energy consumption, including for those at most risk of fuel poverty.</p> <p>The fund will also look to bring in town centre digital signage and footfall cameras to support opportunities Rugby's economy.</p> <p>The purchase of LED bulbs for the Athletics Track on Bruce Williams Way will improve the user experience of the athletics track providing high quality recreational facilities.</p> <p>Public realm improvements for the Bicentenary celebrations of the game of rugby which will increase town centre tourism and local businesses.</p>
(3) What are the expected outcomes you are hoping to achieve?	To improve the physical environment of Rugby Town Centre for its residents and businesses and to encourage Rugby as a destination to boost its economy.

Appendix 2

<p>(4) Does or will the policy or decision affect:</p> <ul style="list-style-type: none"> • Customers • Employees • Wider community or groups 	<p>The spending of the fund may affect customers or the wider community.</p>		
<p><u>Stage 2 - Information Gathering</u></p>	<p>As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, eg service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).</p>		
<p>(1) What does the information tell you about those groups identified?</p>			
<p>(2) Have you consulted or involved those groups that are likely to be affected by the strategy/ service/policy you want to implement? If yes, what were their views and how have their views influenced your decision?</p>			
<p>(3) If you have not consulted or engaged with communities that are likely to be affected by the policy or decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary.</p>			
<p><u>Stage 3 – Analysis of impact</u></p>			
<p>(1) <u>Protected Characteristics</u> From your data and consultations is there any positive, adverse or negative impact identified for any particular group, which could amount to discrimination?</p>	<p>RACE No</p>	<p>DISABILITY No</p>	<p>GENDER No</p>
	<p>MARRIAGE/CIVIL PARTNERSHIP No</p>	<p>AGE No</p>	<p>GENDER REASSIGNMENT No</p>

Appendix 2

If yes, identify the groups and how they are affected.	RELIGION/BELIEF No	PREGNANCY MATERNITY No	SEXUAL ORIENTATION No
<p><u>(2) Cross cutting themes</u> (a) Are your proposals likely to impact on social inequalities e.g. child poverty, geographically disadvantaged communities? If yes, please explain how? (b) Are your proposals likely to impact on a carer who looks after older people or people with disabilities? If yes, please explain how?</p>			
<p>(3) If there is an adverse impact, can this be justified?</p>	N/A		
<p>(4) What actions are going to be taken to reduce or eliminate negative or adverse impact? (this should form part of your action plan under Stage 4.)</p>	N/A		
<p>(5) How does the strategy/service/policy contribute to the promotion of equality? If not what can be done?</p>			
<p>(6) How does the strategy/service/policy promote good relations between groups? If not what can be done?</p>			

(7) Are there any obvious barriers to accessing the service? If yes how can they be overcome?	No
---	----

<u>Stage 4 – Action Planning, Review & Monitoring</u>																										
<p>If No Further Action is required then go to – Review & Monitoring</p> <p>(1)Action Planning – Specify any changes or improvements that can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.</p>	<p>EqlA Action Plan</p> <table border="1"> <thead> <tr> <th data-bbox="875 687 1122 762">Action</th> <th data-bbox="1122 687 1368 762">Lead Officer</th> <th data-bbox="1368 687 1615 762">Date for completion</th> <th data-bbox="1615 687 1861 762">Resource requirements</th> <th data-bbox="1861 687 2107 762">Comments</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Action	Lead Officer	Date for completion	Resource requirements	Comments																				
Action	Lead Officer	Date for completion	Resource requirements	Comments																						
(2) Review and Monitoring State how and when you will monitor policy and Action Plan	<p>After the year 1 UKSPF fund is spent, years 2 and 3 will also need to be evaluated and the success of year 1’s spend will be evaluated to see if it achieved what it intended. Footfall camera installation will also enable effective monitoring of the improvements to the town centre by recording the numbers of people visiting Rugby Town Centre.</p>																									

Please annotate your policy with the following statement:

‘An Equality Impact Assessment on this policy was undertaken on (date of assessment) and will be reviewed on (insert review date).’