

Newcastle Parish Council
Acquisition, refurbishment and running of The Crown Inn as a community asset

Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Parish Council Purchase of The Crown Inn as a community asset
2. Summary of aims and objectives of the policy/funding activity/event	<p>Our Community Vision is to have a long-standing community asset that provides vital services to our parish, the wider local population and visitors alike.</p> <p>The objective is to save our pub of long-standing community heritage, since the 1600's and to resurrect the many activities: social, sport, cultural and festival activities that took place there, documented since the 1950's.</p> <p>We also aim to meet the current and changing needs of our population, and build on the traditional aspects of our pub, by developing it further still into a gathering place with great social impact and community benefit.</p> <p>We aim to invest in the building to make it warmer, safer, and more accessible to our local demographic and those with protected characteristics. New toilets male and female, and disabled toilets (none exist today), an outdoor garden with herbs for the kitchen and sensory plants, and a function room for family and community celebrations, and special interest groups like book club and dominoes.</p> <p>Our objective therefore, too, is to widen the users of our community asset by introducing new services such as:</p> <ul style="list-style-type: none"> ● basic groceries behind the reception counter, saving the 5 minute drive to the local shop, and no doubt inspiring a quick chat with a neighbour or visitor at the pub ● coffee and cake throughout the day to tap into the 'coffee culture' and provide a welcoming space and dependable wifi for those working from home ● 'welcome place' in the bar, welcoming farmers back in their mucky boots who have been uncomfortable over many years about disturbing diners in the bar area

	<ul style="list-style-type: none"> • local arts and crafts on display and available to purchase, contributing to the growth of our local entrepreneurs • special occasion dining and themed evenings to attract a wider audience as well as the traditional pub fare • bag pick up and drop off with our village taxi and bus company encouraging visitors to hike and cycle in our area and to stop at the pub for refreshments and accommodation • upgraded accommodation and joint offerings with partners in the area to grow the number of visitors to our area • National Farmers Union pop up, outpost mental health clinic • Safe Lunch Away Days for residents of our local care home that accommodates those with disabilities
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	<ul style="list-style-type: none"> • Informal community discussions with parish councillors • 3 public consultations and votes • Open, transparent, and timely communication on many marketing platforms
4. Who is affected by the policy/funding activity/event?	Newcastle Parishioners mainly but also local parishes who don't have a pub
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	<ul style="list-style-type: none"> • Social Matrix that include identified groups benefitting from the initiative and metrics to measure this. • Strategy key success factors

Protected Characteristic Group	Is there a potential for positive or negative impact	Please explain and give examples of any evidence/data used	Action to address negative impact (e.g. adjustment to the policy)
Disability	Positive	Greater accessibility with building works	None

Gender reassignment	None that we are aware of		
Marriage or civil partnership	None that we are aware of		
Pregnancy and maternity	None that we are aware of		
Race	None that we are aware of		
Religion or Belief	None that we are aware of		
Sexual Orientation	None that we are aware of		
Sex (gender)	Positive	Building works and refurbishment will make the Pub more welcoming to all genders, notably female	
Age	Positive	Building works and refurbishment will make the Pub more welcoming to all ages, notably older less mobile, younger for employment	
Other (caring responsibilities)	Positive	Welcoming. Plans for local residential care home for disabled residents. Mental health: drop in outpost for mental health clinics (NFU)	

Evaluation:

Question	Explanation/Justification
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	No. It will be a positive impact on the local community and will remove current barriers to usage of the Pub.

Final Decision	Tick relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will proceed.	Yes	Significant investment will be made with this initiative specifically to address representation inclusiveness and integration
2. You can decide to stop the policy or practice at some point because the data shows bias towards one or more groups		
3. You can adapt or change the policy in a way which you think will eliminate the bias		
4. Barriers and impact identified, however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g. in extreme cases or where positive action is taken). Therefore you are going to proceed with caution with this policy or practice knowing that it may favour some people less than others, providing justification for this decision.		

Will this EIA be published* Yes/Not required (*EIA's should be published alongside relevant funding activities e.g. calls and events:	Yes
Date completed:	23.12.23
Review date (if applicable):	23.12.24

Change Log

Name	Date	Version	Changed
Tanya Bowen	03.01.24	1.1	Sex (gender)