

Winchester City Council

Equality Impact Assessment (EIA)

Section 1 - Data Checklist

When undertaking an EIA for your policy or project, it is important that you take into consideration everything which is associated with the policy or project that is being assessed.

The checklist below is to help you sense check your policy or project before you move to Section 2.

		Yes/No	Please provide details
1	Have there been any complaints data related to the policy or project you are looking to implement?	Yes	Complaints have been received from <ul style="list-style-type: none"> • high street retailers about the type of stall holder products that are in competition with their offer; • market traders that have not been able to trade and how the decision was reached to exclude them.
2	Have all officers who will be responsible for implementing the policy or project been consulted, and given the opportunity to raise concerns about the way the policy or function has or will be implemented?	Yes	An officers' working group was established at the outset of this project which included all those involved in its development and execution.
3	Have previous consultations highlighted any concerns about the policy or project from an equality impact perspective?	No	Research studies (include stakeholder surveys) and soft market testing has been used to unpin the development to of the policy.
4	Do you have any concerns regarding the implementation of this policy or project? <i>(i.e. Have you completed a self-assessment and action plan for the implementation of your policy or project?)</i>	No	This policy brings together a number of existing practices for a long-standing street market. It provides greater clarity on the operating requirements including a clear complaints procedure.

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		Yes/No	Please provide details
5	Does any accessible data regarding the area which your work will address identify any areas of concern or potential problems which may impact on your policy or project?	No	2021 Census Profile for areas in England and Wales - Nomis (nomisweb.co.uk)
6	Do you have any past experience delivering similar policies or projects which may inform the implementation of your scheme from an equality impact point of view?	Yes	The council has been operating a street market for a number of years.
7	Are there any other issues that you think will be relevant?	No	

Section 2 - Your EIA form

Directorate: PLACE	Your Service Area: Economy Communities	Team: Economy	Officer responsible for this assessment: Andrew Gostelow	Date of assessment: August 2023
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	Question	Please provide details
1	What is the name of the policy or project that is being assessed?	Winchester City Street Market Operating Policy
2	Is this a new or existing policy?	New – as a revision and collection into a single place the operating past practices.
3	Briefly describe the aim and purpose of this work.	To provide, in a formalised policy, a comprehensive, clear and transparent set of standards and practices regarding how the council’s street market is operated on a day-to-day basis. This takes forward the findings and recommendations for two independent studies.
4	What are the associated objectives of this work?	To enable, through a clear a policy, the vision for Winchester city street market which includes: a) Providing access to a diverse and affordable range of products and food and beverage b) Driving footfall, spend and dwell-time c) Raising awareness and reputation of the city’s retail offer d) Reducing the street market’s carbon footprint e) Complementing existing retail activities f) Encouraging business start-ups and innovation
5	Who is intended to benefit from this work and in what way?	Direct beneficiaries are the market traders and the market contract manager as this provide a fair and transparent guide to how the street market will be operated and managed on the council’s behalf. Indirect beneficiaries are residents, visitors, high street retailers, businesses and organisations across the city as the policy set out how the market should run how to raise complaints and how these will be dealt with.
6	What are the outcomes sought from this work?	A well-curated, high quality, locally driven street market which provides fair opportunity for market traders to have stalls following a selection process and.

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		A market that meets the expectations of its visitors, supports the local economy and adds to the vibrancy of the city centre.
7	What factors/forces could contribute or detract from the outcomes?	A range of risks have been identified that include: Financial – reduce income arising from change increase contract management fee. Reputation – traders do not support the council’s vision. Innovation – ability to deliver enhanced activities.
8	Who are the key individuals and organisations responsible for the implementation of this work?	Winchester City Council and the contracted market operator.
9	Who implements the policy or project and who or what is responsible for it?	Winchester City Council officers and the market manager deployed by the contracted market operator.

		Please select your answer in bold . Please provide detail here.	
10a	Could the policy or project have the potential to affect individuals or communities on the basis of race differently in a negative way?	Y	N Street markets have the potential to increase opportunity for diversity through the range of stall holder & traders, the makers and suppliers of goods, foods on offer and customers who use the market.
10b	What existing evidence (either presumed or otherwise) do you have for this?	Institute of Place Management report Market Matter highlights: “Markets provide employment and self-employment opportunities that are open to all. Markets provide entry-level employment that can assist relatively unskilled or under-capitalized individuals and have proved attractive to immigrant communities (Balkin 1989, Tangires 2003, Morales 2009, Regeneris 2010).” Markets Matter (placemanagement.org)	
11a	Could the policy or project have the potential to affect individuals or communities on the basis of sex differently in a negative way?	Y	N

11b	What existing evidence (either presumed or otherwise) do you have for this?		
12a	<p>Could the policy or project have the potential to affect individuals or communities on the basis of disability differently in a negative way?</p> <p><i>you may wish to consider:</i></p> <ul style="list-style-type: none"> • <i>Physical access</i> • <i>Format of information</i> • <i>Time of interview or consultation event</i> • <i>Personal assistance</i> • <i>Interpreter</i> • <i>Induction loop system</i> • <i>Independent living equipment</i> • <i>Content of interview)</i> 	Y	<p style="text-align: center;">N</p> <p>The location and layout of stall, signs and A-boards may present a barrier and hazard for people with mobility and sight impairments.</p> <p>Physical access is helped as the location is flat and there are near-by disabled parking bays.</p> <p>The policy identifies pitch locations to ensure there is adequate and appropriate routes and space to enable free / unimpeded movement around and through the street market.</p> <p>There is also a requirement that stall holder remaining within the designated pitch area and do not put out signs or overhanging signs.</p> <p>The contracted market operator will be responsible to ensure (enforce) adherence to these requirements.</p>
12b	What existing evidence (either presumed or otherwise) do you have for this?	<p>In the 2021 census this district there is 24% of residents disabled under the Equality Act or with long term health conditions.</p> <p>2021 Census Profile for areas in England and Wales - Nomis (nomisweb.co.uk)</p>	
13a	Could the policy or project have the potential to affect individuals or communities on the basis of sexual orientation differently in a negative way?	Y	<p style="text-align: center;">N</p> <p>It is recognised that street markets add community cohesion, contribute to community development and social inclusion and engage people in society</p>

13b	What existing evidence (either presumed or otherwise) do you have for this?	<p>Institute of Place Management report Market Matter highlights:</p> <p><i>“Markets engage people in society. The fact that markets are organised and regulated ensures participation by people from all backgrounds (Morales, 2011). This agglomeration and active engagement in shared activity has mutual benefits, both commercial (Novelli, Schmitz and Spencer, 2006) and social (Alkon, 2007; Blanchard, Tolbert and Mencken, 2012) and secures an active response from shoppers (New Economics Foundation, 2005; Murphy 2011)”</i></p>		
14a	Could the policy or project have the potential to affect individuals on the basis of age differently in a negative way?	Y	N	<p>There are safeguarding and health and safety considerations for under 18’s operating on the market.</p> <p>Opportunity will be provided for youth markets and young entrepreneurs.</p> <p>Intergenerational opportunity exists with stall holders and traders often being family businesses.</p> <p>Older persons are frequent users of markets as they present affordability and an opportunity for social interaction.</p>
14b	What existing evidence (either presumed or otherwise) do you have for this?	<p>Institute of Place Management report Market Matter highlights</p> <p><i>“Markets support inter and intra-generational economic mobility. Many market traders are family businesses and employ extended family members on either a part or full-time basis (Eshel & Schatz 2004, Morales 2011) and the emergence of youth markets and the ‘teenage market’ is generating income for young people (Teenagemarket nd, NMTF nd)”</i></p>		

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		<p>“Markets are places of social interaction. Used by all sections of society, markets are where people of different incomes, ages, genders and cultures can meet together and interact (Tangires 2003, Watson & Studdert 2006). They are the happy ‘third place’ of spontaneous interaction (Oldenburg 1988).”</p>											
15a	Could the policy or project have the potential to affect individuals or communities on the basis of religious belief differently in a negative way?	Y	N										
15b	What existing evidence (either presumed or otherwise) do you have for this?												
16a	Could this policy or project have the potential to affect individuals on the basis of gender reassignment differently in a negative way?	Y	N										
16b	What existing evidence (either presumed or otherwise) do you have for this?												
17a	Could this policy or project have the potential to affect individuals on the basis of marriage and civil partnership differently in a negative way?	Y	N										
17b	What existing evidence (either presumed or otherwise) do you have for this?												
18a	Could this policy or project have the potential to affect individuals on the basis of pregnancy and maternity differently in a negative way?	Y	N										
18b	What existing evidence (either presumed or otherwise) do you have for this?												
19	Could any negative impacts that you identified in questions 10a to 15b create the potential for the policy to discriminate against certain groups on the basis of protected characteristics?	Y	N										
20	Can this negative impact be justified on the grounds of promoting equality of opportunity for certain groups on the basis of protected characteristics? Please provide your answer opposite against the relevant protected characteristic.	Y	N	<table border="1"> <tr><td>Race:</td></tr> <tr><td>Sex:</td></tr> <tr><td>Disability:</td></tr> <tr><td>Sexual orientation:</td></tr> <tr><td>Age:</td></tr> <tr><td>Gender reassignment:</td></tr> <tr><td>Pregnancy and maternity:</td></tr> <tr><td>Marriage and civil partnership:</td></tr> <tr><td>Religious belief:</td></tr> </table>	Race:	Sex:	Disability:	Sexual orientation:	Age:	Gender reassignment:	Pregnancy and maternity:	Marriage and civil partnership:	Religious belief:
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Age:													
Gender reassignment:													
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Marriage and civil partnership:													
Religious belief:													
21	How will you mitigate any potential discrimination that may be brought about by	Appropriate steps will be taken by city council officers and the market operator											

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	your policy or project that you have identified above?	to ensure where possible mitigating actions are taken on a case-by-case basis.		
22	Do any negative impacts that you have identified above impact on your service plan?	Y	N	

Signed by completing officer	Susan Robbins, Corporate Head of Economy & Community
Signed by Service Lead or Corporate Head of Service	