

## Equality and Safety Impact Assessment

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

<b>Name or Brief Description of Proposal</b>	Memorials Policy
<b>Brief Service Profile (including number of customers)</b>	
<p><u>Drivers for Memorials Policy</u></p> <p>This policy has been developed in response to:</p> <ol style="list-style-type: none"> <li>(1) a recognition of the value and impact that Memorials, other forms of commemoration and public space interventions can have on a sense of place, identity, belonging and understanding</li> <li>(2) the rising number of requests to different parts of the Council for monuments, memorials, public art and other markers</li> <li>(3) the government’s 2021 legislative requirement that historic monuments should be <i>‘retained and explained’</i></li> <li>(4) the Council’s Full Council Motion in March 2021 that committed to <i>‘never arbitrarily extract or displace any monument, memorial or statue and to subject the decision to appropriate levels of resident consultation’</i></li> </ol> <p><u>Context</u></p> <p>Southampton is culturally diverse with a long history of welcoming people to the city and linking Britain to the rest of the world.</p>	

The city is host to over 260 memorials erected over the last 200 years. They are dedicated to individuals, groups of people, organisations, events or themes that connect to parts of the city and some of its stories.

Many of the more prominent memorials relate to high profile figures, however many of those erected in the 20<sup>th</sup> century commemorate groups of people killed in various conflicts and the sinking of the Titanic. Most have been funded through private philanthropy, public subscription, gifts and bequests.

This means there is a geographical, historical, social and cultural imbalance. Many of Southampton's diverse stories are invisible to residents and visitors, and the complexity of those stories largely under-appreciated and understood. This is crucially important in a city that seeks to ensure that it is reflective and representative of its communities.

A joined-up approach to thinking about all such interventions in public spaces is increasingly important – to help tell the story of the city that has meaning for our communities; support the creation of an attractive and engaging landscape; enable better geographical and cultural distribution of such proposals; and consider the financial implications of installing, maintaining and sustaining these assets on behalf of the public.

#### Demographics

The 2021 Census showed that of a population of 249K which had grown by 5.1%:

- 68.1% of the population describe themselves as White British, while the number of people born outside the UK has grown by 44.3%
- Young people aged 5-14yrs has increased by 20.9%, and by 13.7% for people aged 65-84yrs
- 27.4% of households do not have access to a car or van
- 17.7% of residents are disabled under the Equality Act
- 86.8% of residents over 16yrs described themselves as heterosexual; 1.99% over 16yrs gay or lesbian and 0.58% identified as pansexual, asexual, queer or all other sexual orientations

Source: [census-2021-results-may-2023\\_tcm71-463055.pdf](#)

#### **Summary of Impact and Issues**

- Southampton is one of most diverse cities on the South coast. However, the people involved in making decisions about our cultural provision and activities and those who work in the cultural sector, are not necessarily representative of people from different age, ethnic, ability or socio-economic backgrounds.
- There is a concentration of cultural assets within the city centre but when overlaid with population distributions and indices of need, there are gaps in provision for some of our most deprived, and communities outside the city centre.
- Mobility is a challenge for some communities, meaning access to centralised activity can be less affordable, harder to travel to and opportunities can be missed.
- There are significant health and wellbeing issues experienced by residents in the city, and the benefits of taking part in positive cultural activities are not being accessed by many residents due to a number of obstacles.

- There has been underinvestment in and underappreciation of Southampton's tangible and intangible heritage, meaning that some of our assets are in a poor state, and Southampton's complex history is not widely understood.
- There are opportunities to capitalise on and grow our visitor economy, locally, regionally and internationally, and culture is a means by which to capitalise on this.

### **Potential Positive Impacts**

The aim of this policy, and the procedures that accompany it, is for Southampton to have a fair, transparent and systematic approach to making informed decisions:

- (1) about proposals for new memorials and their long-term management and maintenance
- (2) for the proposed removal or replacement of existing memorials and potential additions to provide more contextual interpretation
- (3) that will enable communities and stakeholders to be involved and engaged in the process of co-creating Southampton's public spaces to create a greater sense of pride, belonging, identity and shape the look, feel and experience of the city

This will be achieved by establishing:

#### **1. Clear Governance processes:**

- Policy will be governed by the formation of a new Public Spaces Panel that will meet twice annually.
- Panel will comprise councillors, relevant officers and specialists, community representatives and young people following a recruitment and selection process -retaining equity, diversity and inclusion at the heart of decision-making.
- Panel will receive and review proposals for memorials against agreed criteria before circulating for wider public engagement and consultation.
- Feedback from public engagement and consultation will then inform the Panel's final recommendations to Cabinet for decision-making.

#### **2. Clear and transparent criteria:**

- Defined **connection to Southampton** and better distribution of new memorials across the city
- Consideration of **equity, inclusion and diversity** in proposals including socio-economic background, disability, ethnicity, age, sexuality, gender and religion
- Clear **rationale for the physical manifestation** of the proposed approach e.g. statue, plaque or planting and its location/ setting
- Expectation that **no memorials will be installed before 10 years** unless in exceptional circumstances
- Focus on the **quality of materials, design, setting and commissioning** of works
- Securing **all relevant formal consents** e.g. planning, buildings, infrastructure, archaeological and environmental impacts
- Assurance on all **management, maintenance and legacy** issues to mitigate the impact on residents and taxpayers

#### **3. Clear and transparent application process:**

<ul style="list-style-type: none"> <li>• Early opportunity to discuss proposals and direct enquires to a new email address</li> <li>• Outline the assessment and decision-making process</li> <li>• Summary of the permissions and consents required before any approvals/decisions can be made</li> <li>• Expectations around commissioning and funding, particularly with regard to H&amp;S, insurance, liabilities and funding</li> <li>• Expectations around decommissioning, removal or relocation of memorials</li> </ul>	
<b>Responsible Head of Service</b>	Carolyn Abel, Head of Culture & Tourism
<b>Date</b>	21.11.23
<b>Approved by Senior Manager</b>	Adam Wilkinson, Executive Director, Place
<b>Date</b>	21.11.23

### Potential Impact

<b>Impact Assessment</b>	<b>Details of Impact</b>	<b>Possible Solutions &amp; Mitigating Actions</b>
<b>Age</b>	<p><b>Children and Young People</b> Perspectives on existing and proposed memorials impacted because of implied or explicit obstacles experienced by children and young people</p> <p><b>Older people</b> Perspectives on existing and proposed memorials impacted because of implied or explicit obstacles experienced by older people</p>	<p><b>Children and Young People</b> EDI principle at heart of decision-making including representation; align to Child Friendly plans e.g. involvement in process for assessing and recommending proposals; invited to work with prospective applicants; interpretation of existing/ new memorials; encouraged to develop own proposals</p> <p><b>Older people</b> EDI principle at heart of decision-making including representation e.g. involvement in process for assessing and recommending proposals; invited to work with prospective applicants; interpretation of existing/new memorials; encouraged to develop own proposals</p>
<b>Disability</b>	Perspectives on existing and proposed memorials impacted because of implied or explicit	EDI principle at heart of decision-making including representation e.g.

<b>Impact Assessment</b>	<b>Details of Impact</b>	<b>Possible Solutions &amp; Mitigating Actions</b>
	obstacles experienced by people with disabilities	involvement in process for assessing and recommending proposals; invited to work with prospective applicants; interpretation of existing/new memorials; encouraged to develop own proposals
<b>Gender Reassignment</b>	Perspectives on existing and proposed memorials impacted because of implied or explicit obstacles experienced by people who have undergone, are undergoing gender reassignment	EDI principle at heart of decision-making including representation e.g. involvement in process for assessing and recommending proposals; invited to work with prospective applicants; interpretation of existing/new memorials; encouraged to develop own proposals
<b>Marriage and Civil Partnership</b>	Perspectives on existing and proposed memorials impacted because of implied or explicit obstacles experienced by people in marriage/ civil partnerships	EDI principle at heart of decision-making including representation e.g. involvement in process for assessing and recommending proposals; invited to work with prospective applicants; interpretation of existing/new memorials; encouraged to develop own proposals
<b>Pregnancy and Maternity</b>	Perspectives on existing and proposed memorials impacted because of implied or explicit obstacles experienced by people experiencing pregnancy or maternity	EDI principle at heart of decision-making including representation e.g. involvement in process for assessing and recommending proposals; invited to work with prospective applicants; interpretation of existing/new memorials; encouraged to develop own proposals
<b>Race</b>	Perspectives on existing and proposed memorials impacted because of implied or explicit obstacles experienced by people from a range of ethnicities and cultural backgrounds	EDI principle at heart of decision-making including representation e.g. involvement in process for assessing and recommending proposals; invited to work with prospective applicants; interpretation of existing/new memorials; encouraged to develop own proposals

<b>Impact Assessment</b>	<b>Details of Impact</b>	<b>Possible Solutions &amp; Mitigating Actions</b>
<b>Religion or Belief</b>	Perspectives on existing and proposed memorials impacted because of implied or explicit obstacles experienced by people with religious or other belief systems	EDI principle at heart of decision-making including representation e.g. involvement in process for assessing and recommending proposals; invited to work with prospective applicants; interpretation of existing/new memorials; encouraged to develop own proposals
<b>Sex</b>	Perspectives on existing and proposed memorials impacted because of implied or explicit obstacles experienced because of implied or explicit gender bias	EDI principle at heart of decision-making including representation e.g. involvement in process for assessing and recommending proposals; invited to work with prospective applicants; interpretation of existing/new memorials; encouraged to develop own proposals
<b>Sexual Orientation</b>	Perspectives on existing and proposed memorials impacted because of implied or explicit obstacles experienced by people with a range of sexual orientations	EDI principle at heart of decision-making including representation e.g. involvement in process for assessing and recommending proposals; invited to work with prospective applicants; interpretation of existing/new memorials; encouraged to develop own proposals
<b>Community Safety</b>	Perspectives on existing and proposed memorials impacted because of implied or explicit obstacles experienced by people experiencing serious and violent crime, and wider public safety	EDI principle at heart of decision-making including representation e.g. provide opportunities for involvement in assessing and recommending proposals; interpretation of existing/ new memorials; creating safe public realm
<b>Poverty</b>	Perspectives on existing and proposed memorials impacted because of implied or explicit obstacles experienced by people experiencing deprivation and disadvantage	EDI principle at heart of decision-making including representation e.g. involvement in process for assessing and recommending proposals; invited to work with prospective applicants; interpretation of existing/new memorials

<b>Impact Assessment</b>	<b>Details of Impact</b>	<b>Possible Solutions &amp; Mitigating Actions</b>
<b>Health &amp; Wellbeing</b>	Perspectives on existing and proposed memorials impacted because of implied or explicit obstacles experienced by people experiencing health & wellbeing issues	EDI principle at heart of decision-making including representation e.g. involvement in process for assessing and recommending proposals; invited to work with prospective applicants; interpretation of existing/new memorials; encouraged to develop proposals; social prescribing opportunities e.g. walking trails
<b>Other Significant Impacts</b>	N/A	N/A