

Appendix A - Equality Impact Assessment (EIA) Report

This form should be completed for each Equality Impact Assessment on a new or existing function, a reduction or closure of service, any policy, procedure, strategy, plan or project which has been screened and found relevant to equality.

Please refer to the 'EIA Report Form Guidance' while completing this form. If you need further support please contact acesstoservices@swansea.gov.uk.

Where do you work?
Service Area: Planning and Economic Regeneration
Directorate: Place

(a) This EIA is being completed for a:

	Service/ Function	Policy/ Procedure	Project	Strategy	Plan
Proposal	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(b) Please name and describe here:

Hafod Copperworks – Powerhouse Redevelopment Project

With Heritage Lottery Grant Funding, the project will repair and restore the fabric of the existing grade II listed Power House building, ready for its fit out as a distillery by Penderyn. It will provide a new contemporary 'link' structure to access the apportioned domain (25%) of the Rolling Mill, which will provide barrel storage, and to accommodate a new-build Visitor Centre. The re-developed site will be leased on a long term basis to Penderyn Whisky, who will complete the internal fit out.

(c) It was initially screened for relevance to Equality and Diversity on: 8th February 2018

(d) It was found to be relevant to...

Children/young people (0-18)	<input checked="" type="checkbox"/>	Sexual orientation	<input type="checkbox"/>
Older people (50+).....	<input checked="" type="checkbox"/>	Gender reassignment	<input type="checkbox"/>
Any other age group	<input checked="" type="checkbox"/>	Welsh language	<input checked="" type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	Poverty/social exclusion.....	<input type="checkbox"/>
Race (including refugees).....	<input type="checkbox"/>	Carers (including young carers).....	<input type="checkbox"/>
Asylum seekers	<input type="checkbox"/>	Community cohesion	<input checked="" type="checkbox"/>
Gypsies & Travellers	<input type="checkbox"/>	Marriage & civil partnership	<input type="checkbox"/>
Religion or (non-)belief	<input type="checkbox"/>	Pregnancy and maternity	<input type="checkbox"/>
Sex	<input type="checkbox"/>		

(e) Lead Officer

Name: Tracy Nichols

Job title: External Funding Programme Officer

Date: 20th June 2018

(f) Approved by Head of Service

Name: Phillip Holmes

Date: 20th June 2018

Section 1 – Aims (See guidance):

Briefly describe the aims of the initiative:

What are the aims?

The project is a result of a HLF grant application to fund the refurbishment of the Grade II Listed Building, with Penderyn Whisky as the end tenant. The building has been unused since 1980 following its operation ceasing and has progressively become derelict since being subject to arson attacks. The building continues to deteriorate by natural means but is aggravated by vandalism and anti-social behaviour.

The Powerhouse building was a focal building within the works. The site has international importance and the heritage-led regeneration could play in helping to bring the area and its associated deprived communities back to life.

Who has responsibility?

Swansea Council as owners of the site has ultimate responsibility and is the applicant to HLF for funding to re-develop the building. Penderyn Whisky will enter into a 99 year lease and will complete the internal fit out.

Who are the stakeholders?

A detailed Stakeholder Map is available, which include stakeholders such as; Penderyn Whisky, Public, Friends of Hafod Copperworks, Local Politicians etc.

Section 2 - Information about Service Users (See guidance):

Please tick which areas you have information on, in terms of service users:

Children/young people (0-18)	<input checked="" type="checkbox"/>	Sexual orientation	<input type="checkbox"/>
Older people (50+).....	<input checked="" type="checkbox"/>	Gender reassignment	<input type="checkbox"/>
Any other age group	<input checked="" type="checkbox"/>	Welsh language	<input checked="" type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	Poverty/social exclusion.....	<input checked="" type="checkbox"/>
Race (including refugees).....	<input checked="" type="checkbox"/>	Carers (including young carers).....	<input checked="" type="checkbox"/>
Asylum seekers	<input type="checkbox"/>	Community cohesion	<input type="checkbox"/>
Gypsies & Travellers	<input checked="" type="checkbox"/>	Marriage & civil partnership	<input checked="" type="checkbox"/>
Religion or (non-)belief	<input checked="" type="checkbox"/>	Pregnancy and maternity	<input type="checkbox"/>
Sex	<input checked="" type="checkbox"/>		

Please provide a snapshot of the information you hold in relation to the protected groups above:

Please refer to the 2011 Census for Swansea and Wales.

Total population in Swansea, is in excess of 239,000 people (less than 10% of Wales' population) with 50.6% being female and 49.4% being male.

The Age structure of Swansea's residents between the ages of 25-74 is a total of 59.8% with 50.5% being in the 25-64 age bracket.

63% of the population is economically active.

6.9% of the economically inactive are long term sick or disabled.

Any actions required, e.g. to fill information gaps?

N/A

Section 3 - Impact on Protected Characteristics (See guidance):

Please consider the possible impact on the different protected characteristics.

	Positive	Negative	Neutral	Needs further
investigation				
Children/young people (0-19)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Older people (50+)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Any other age group	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race (including refugees)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Asylum seekers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gypsies & travellers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or (non-)belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Welsh Language	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Poverty/social exclusion	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Carers (inc. young carers)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Community cohesion	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Thinking about your answers above, please explain in detail why this is the case.

The completed project will provide a visitor attraction, shop and distillery and will be open to all.

Particular elements of the tourism attraction such as Masterclasses led by Penderyn Whisky would not be suitable for young people under the legal drinking age limit. Penderyn Whisky have on occasion, had visits from under 18's to the Distillery in Hirwaun, and these visits have focused on the science behind distilling and Penderyn's particularly unique stills. As a responsible producer, Penderyn Whisky take their responsibility to promote sensible and appropriate approaches to alcohol extremely seriously and do not promote under age consumption.

All Equality Act and legislative requirements will have been met through design. A meeting has been held with a representative of the local Disability Liaison Group to discuss the scheme and receive feedback. Overall, the scheme was well received and some ideas/considerations shared with the Architect. The next DLG meeting will be arranged in the early stages of RIBA Stage 4 scheduled to commence in Autumn/Winter 2018. Date to be confirmed. This will ensure positive local engagement has been undertaken.

Support groups and local residents will benefit from a re-developed derelict site that has been put back into use with its industrial heritage at its core. Engagement with groups has been underway through planning stages.

Covered within the Design and Access Statement:

Access

With the main access from one primary direction, meeting at the reception in the central part of The 'Link Building', this knits together the proposed Visitor Centre, the Powerhouse/Distillery and the Rolling Mill (via a connecting Walkway). The building entrance is within close proximity to the car park and ideally situated to the bus drop-off point to the bus terminal of the Landore Park & Ride.

The building entrance is at the lowest level of the site which has a level change of +5m to the higher ground. The decision to locate the entrance at the lower level is highly convenient to visitors, wheelchair users, for servicing and deliveries, and for cycle users.

Designated 'disabled persons' parking bays will be located in the car park nearest to the site entrance. The site entrance is to be clearly waymarked with highly visible and distinctive signage, currently proposed as corten display panels with laser cut lettering and painted graphics. These will be appropriately located within the site to clearly direct visitors towards the building entrance.

To further enhance the way-marking of the building entrance, external surface treatment will take the form of the 'whisky path' - a distinctive whisky coloured block paved surfacing to encourage the direction of visitors towards the entrance gates to the site leading to entry doors to the 'Link Building' reception. The whisky path continues through the Visitor Centre and takes the form of whisky coloured glass which wraps up and over the roof. The 'whisky glass' passes over and identifies the central circulation space within the building, highlighting the routes to exiting the building at lower and upper ground levels.

Entrance doors and those leading to primary spaces are powered, with maximum opening widths for wheelchair access. Internal doors will include clearly readable signage, manifestations to glass panelled doors, and contrasting ironmongery to aid users with limited dexterity or impaired vision.

External surfaces to pedestrian areas will vary in respect to material, colour and texture depending on purpose and use. All surfaces will be stable and even, non-slip and with

tactile surfaces where appropriate. The main approach to the 'Link Building' will be provided with level access as necessary. Changes in level between the Visitor Centre and the Rolling Mill (connected by an external covered Walkway), will be gradually sloping without the requirement for steps or designated ramps.

External low level surface lighting, sensitive lighting to the walls of the Powerhouse, lighting to the garden spaces and to the Walkway, will be designed to enhance the public realm and ensure a secure sense of space and place within and around the buildings.

Loading into and from, the Distillery and Barrel Store are also identified and taken into account. It is intended that the majority of servicing will be carried out 'after-hours' which will be least disruptive and to safeguard visitor movement around the car park.

Circulation

Access Zones – The circulation concept is that anyone who goes beyond the boundaries of the shop within the Visitor Centre (i.e. those who are on the Whisky Experience Tour or those joining a Masterclass) will have made the required payment to allow access. However, the general public will share access to the heritage and interpretation aspects within the site.

Lines of Security – Required where there is a need to make sure that people who have not made a payment, cannot inappropriately join a tour. Secure boundaries will also be required to the garden enclose and service entrance area to the Bonded Barrel Store and Bin Store.

Public access is maintained to the side of the Powerhouse and to the rear grounds at the site of the Silver Stack Chimney base. The secure boundary will be formed by the Walkway and existing retaining wall, with additional secure fencing where required, set back from the Walkway.

This will be further developed in readiness for the building regulation submission at the end of 2018.

Penderyn will be undertaking the internal fit out following the completion of the shell and core works refurbishment works. Items such as acoustics, colour contract, loop systems etc., will be reviewed as part of that package of works in the near future.

Access to the surrounding areas of the site, that are not part of the paid visitor attraction of Penderyn, will remain accessible to the public, and will continue to be led by the Friends of Hafod Copperworks.

Section 4 - Engagement:

Please consider all of your engagement activities here, e.g. participation, consultation, involvement, co-productive approaches, etc.

What engagement has been undertaken to support your view? How did you ensure this was accessible to all?

Consultation has been undertaken with the Planning Department and Conservation Officers, Friends of Hafod Copperworks, Design Commission for Wales, Heritage Lottery Fund, statutory consultees via the Planning Application process, press releases and Social Media to informally make the public aware of the scheme.

As part of engagement activities, the project has liaised with the Disability Liaison Group to provide them with details of the scheme.

What did your engagement activities tell you? What feedback have you received?

Feedback received to date has been positive.

At the time of writing this report, the planning application process has not completed.

How have you changed your initiative as a result?

No changes were necessary as a result of such engagement that had not already been captured in design.

Any actions required (e.g. further engagement activities, mitigation to address any adverse impact, etc.):

No.

Section 5 – Other impacts:

Please consider how the initiative might address the following issues - see the specific Section 5 Guidance

Foster good relations between different groups	Advance equality of opportunity between different groups
Elimination of discrimination, harassment and victimisation	Reduction of social exclusion and poverty

Please explain any possible impact on each of the above.

Concessionary charges for Penderyn Whisky's tour and admission at Hirwaun are offered to Students, OAP's and groups.

What work have you already done to improve any of the above?

A meeting has been held with a representative of the local Disability Liaison Group to discuss the scheme and receive feedback. Overall, the scheme was well received and some ideas/considerations shared with the Architect. The next DLG meeting will be arranged in the early stages of RIBA Stage 4 scheduled to commence in Autumn/Winter 2018. Date to be confirmed. This will ensure positive local engagement has been undertaken and will in turn help to foster good relations and advance equality of opportunities.

Is the initiative likely to impact on Community Cohesion? Please provide details.

The site's historical importance will have an increased profile amongst the local communities, and how it supported the local economy and world trade.

How does the initiative support Welsh speakers and encourage use of Welsh?

It is stated in the Welsh Language Standards (Number 1) Regulations 2015 that:

(1)(5) According to these regulations-

(a) references to any activity carried out by a body, or to any service which is provided by a body, are to be read as if they include a reference to that activity being carried out **on behalf of the body**, or to that service being provided on behalf of the body, by a third party under arrangements made between the third party and the body;

(b) pursuant to that, unless there is a compliance notice to provide evidence to the contrary, a body will have failed to conform to a standard in relation to an activity which it has arranged to be carried out, or a service which it has arranged to be provided, by a third party if that activity or that service has not been carried out or provided according to the standard.

The above clause means that the body must ensure that any service which is provided or any activity which is carried out on its behalf by a third party conforms with the standard(s) which pertain to that service or that activity. The type of relevant arrangements can include arrangements made through a contract or partnership.

In the case of this project, Penderyn Whisky is not operating on behalf of Swansea Council as it is leasing the buildings and therefore the standards will not apply. However, it will be encouraged that Penderyn Whisky promote and facilitate the use of Welsh Language.

Section 6 - United Nations Convention on the Rights of the Child (UNCRC):

Many initiatives have an indirect impact on children and you need to consider whether the impact is positive or negative in relation to both children's rights and their best interests. Please read the UNCRC guidance before completing this section.

Will the initiative have any impact (direct or indirect) on children and young people (think about this age group holistically e.g. disabled children, those living in poverty or from BME communities)? If not, please briefly explain your answer here and proceed to Section 7.

As the site will operate as a whisky distillery and visitor attraction this initiative does not have a direct impact on children and young people. Penderyn Whisky have on occasion, had visits from under 18's to the Distillery in Hirwaun, and these visits have focused on the science behind distilling and Penderyn's particularly unique stills. As a responsible producer, Penderyn Whisky take their responsibility to promote sensible and appropriate approaches to alcohol extremely seriously and do not promote under age consumption.

All initiatives must be designed / planned in the best interests of children and young people.

Best interests of the child (Article 3): The best interests of children must be the primary concern in making decisions that may affect them. All adults should do what is best for children. When adults make decisions, they should think about how their decisions will affect children. This particularly applies to budget, policy and law makers.

Please explain how you meet this requirement:

N/A

Actions (to mitigate adverse impact or to address identified gaps in knowledge).

N/A

Section 7 - Monitoring arrangements:

Please explain the monitoring arrangements for this initiative:

Monitoring arrangements:

As part of the planning consultation process, any feedback will be considered.

The re-development is split into two phases. The Shell and Core re-development works led by Swansea Council and the internal fit out that will be led by Penderyn Whisky.

Regular project meetings will be undertaken with the design team, contractor meetings, project board, strategic board and regular meetings with Penderyn Whisky etc.

Disability Liaison Group engagement as noted above.

When the internal fit out works are being designed, further consultation with the local disability groups will be undertaken.

Actions: Review feedback received the planning application process.

EIA to be reviewed as part of regular monitoring meetings at key stages within the project.

Penderyn Whisky to undertake consultation on internal fit out/layout with the necessary groups and to ensure the Welsh Language Standards should be addressed.

Section 8 – Outcomes:

Having completed sections 1-5, please indicate which of the outcomes listed below applies to your initiative (refer to the guidance for further information on this section).

Outcome 1: Continue the initiative – no concern



Outcome 2: Adjust the initiative – low level of concern



Outcome 3: Justify the initiative – moderate level of concern



Outcome 4: Stop and refer the initiative – high level of concern.



For outcome 3, please provide the justification below:

For outcome 4, detail the next steps / areas of concern below and refer to your Head of Service / Director for further advice:

N/A

Section 9 - Publication arrangements:

On completion, please follow this 3-step procedure:

1. Send this EIA report and action plan to the Access to Services Team for feedback and approval – accesstoservices@swansea.gov.uk
2. Make any necessary amendments/additions.
3. Provide the final version of this report to the team for publication, including email approval of the EIA from your Head of Service. The EIA will be published on the Council's website - this is a legal requirement.

EIA Action Plan:

Objective - What are we going to do and why?	Who will be responsible for seeing it is done?	When will it be done by?	Outcome - How will we know we have achieved our objective?	Progress
Continued press releases to appraise on progress of the scheme at key milestones.	Tracy Nichols	Ongoing – at key milestones, i.e., planning application and LBC decisions dates, HLF Round 2 application decision and ultimate progress of the scheme	Issued press releases and public updates via social media Review Communications Plan	PR undertaken: <ul style="list-style-type: none"> • Round 2 NLHF application successful – November 2018 • Planning and LBC Application and approved – January 2019 • Tender live for main contractor – June 2019 • Main contractor appointed – TBC • Archaeological works underway and finds – January 2020
Further liaison with SAFE / DLG – next key stage at the start of RIBA Stage 4 (following the anticipated HLF approval of funding)	Tracy Nichols	Autumn 2018	Meeting held – email communication with lead of SAFE	Complete – SAFE confirmed satisfied with proposals. No requirement to present to DLG.

*** Please remember to be ‘SMART’ when completing your action plan (Specific, Measurable, Attainable, Relevant, Timely)**