

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

Directorate: City Development	Service area: Asset Management
Lead person: Stacey Walton	Contact number: 0113 3787743
Date of the equality, diversity, cohesion and integration impact assessment: June 2017	

1. Title: Proposed Refurbishment of the West Yorkshire Playhouse
Is this a:
<input type="checkbox"/> Strategy /Policy <input type="checkbox"/> Service / Function <input checked="" type="checkbox"/> Other
If other, please specify This EIA is in respect to the proposed refurbishment of the West Yorkshire Playhouse in order to support both the Council's and the Playhouse's aspiration to improve physical and physiological access into the theatre building and make the theatre more financially resilient.

2. Members of the assessment team:

Name	Organisation	Role on assessment team e.g. service user, manager of service, specialist
Stacey Walton	Leeds City Council	Project Officer
Chris Coulson	Leeds City Council	Executive Officer
Geoff Turnbull	Leeds City Council	Equality Manager
Ros Hill	West Yorkshire Playhouse	Executive Administrator
David Beidas	New Stages Ltd	End User Representative

3. Summary of strategy, policy, service or function that was assessed:

At its meeting on 15 July 2015, Executive Board approved for Leeds City Council to act as lead in the management, procurement and delivery for the proposed refurbishment of the Playhouse building and, agreed in principle to contribute up to £4.9m to bridge the funding gap in the cost of the refurbishment works and, that subject to a successful Stage 1 application to ACE that a report is presented back to Executive Board on the detailed funding proposals for the proposed works for injection into the Capital programme.

Executive Board are advised that Leeds City Council own the freehold of the Playhouse building of which the Leeds Theatre Trust Limited have a long-term lease of circa 240 years.

The West Yorkshire Playhouse (the Playhouse) play an important role in the city and contribute towards the Council's bid to become European Capital of Culture in 2023. The Playhouse also supports the Council in achieving its ambitions to be a strong economy and a compassionate city. This is evidenced though their artistic programming and work with vulnerable groups throughout the city. The Playhouse produce and present work for, by and with:

- children and young people;
- culturally diverse artists and theatre companies;
- artists and creatives with disabilities, including a consortium called Ramps on the Moon which seeks to embed access as a fundamental principle within each member organisation;
- female artists and creatives, striving to create gender equality across the repertoire;
- BAME artists and creatives and act as a key delivery agent supporting the city's equality agenda; and
- Refugees within the intention of giving them a voice and platform to express their stories.

In addition to the above, the Playhouse have an established programme of creative engagement within the community from their youth theatre through to working with the over 55s through their Heydays and Our Time programme. Executive Board should also note that the Playhouse is a leading pioneer in the development of Dementia Friendly Theatre and regularly holds dementia friendly performances.

The building was opened in 1990 and now requires investment to ensure the programme of work detailed above can continue to take place, whether by improving the access to and within the theatre building or by creating additional space. The vision for the Playhouse is as a consequence of the proposed refurbishment works to expand on their programme of work and provide a platform for smaller/independent artists and creatives within the city.

The proposed refurbishment works which Executive Board is being asked to support and authorise an injection of funding into the Capital Programme is required in order to meet audience aspirations and to ensure the Playhouse retains its place locally, nationally and internationally to the benefit of the city.

The key project objectives include:

- Access improvements, focusing on improvements to lifts to make them more usable by people with disabilities and step free public access to more areas of the building, including the mid-level of the Quarry Theatre and the Barber Studio. Step free access is also proposed to the new Rock Void space;
- The re-orientation of the theatre towards the city centre by creating a new public entrance at street level on St. Peter's Street opposite the new Victoria Gate development which opened in October 2016;
- The refurbishment of the front of house areas to create a more welcoming ambience and better opportunities for income generation;
- The creation of a new performance/ rehearsal space in the 'Rock Void' underneath the foyer area;
- The replacement of plant at the end of its intended life and improvements in energy efficiency; and
- An overhaul of the technical installations in both the Quarry and Courtyard theatres, replacing old systems and providing increased flexibility of the space available.

Executive Board should note that the city needs to ensure the cultural infrastructure across the city is fit for purpose, that its cultural organisations are resilient and sustainable and that Leeds builds its reputation as a great place to live, to work and to visit.

4. Scope of the equality, diversity, cohesion and integration impact assessment
(complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)

4a. Strategy, policy or plan

(please tick the appropriate box below)

The vision and themes, objectives or outcomes	<input type="checkbox"/>
The vision and themes, objectives or outcomes and the supporting guidance	<input type="checkbox"/>
A specific section within the strategy, policy or plan	<input type="checkbox"/>

Please provide detail:

4b. Service, function, event

please tick the appropriate box below

The whole service (including service provision and employment)	<input type="checkbox"/>
A specific part of the service (including service provision or employment or a specific section of the service)	<input type="checkbox"/>
Procuring of a service (by contract or grant)	<input checked="" type="checkbox"/>
Please provide detail:	
Approval is sought from Executive Board to contribute £3.535m for the proposed refurbishment of the West Yorkshire Playhouse in order for it to continue providing a diverse cultural programme and remain an important creative outlet in the community.	

5. Fact finding – what do we already know
 Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback.

(priority should be given to equality, diversity, cohesion and integration related information)

The approach to enter the theatre building is complicated and hard to find, particularly as its main entrance faces away from the city centre. In addition to this, the theatre building presents neither a sense of cultural event, nor the feeling of openness and ease of access which is essential to deliver the vision and objectives as set out in the Playhouse's 2015-18 Business Plan.

Through engagement early on in the project lifecycle in order to inform the feasibility study, feedback from audiences, city leaders, other cultural organisations and the Civic Society highlighted that the current building is dated, impenetrable, civic and dull. The public who pass it do not know what it is and, those who have not been in it see it as dark and impenetrable. The refurbishment project seeks to address these issues.

In order to develop designs further from the feasibility study, the City Council and the Playhouse identified various consultations to be conducted during the course of the project.

These consultations have been conducted throughout the design process and feedback has influenced emerging design proposals.

Consultees include:

- Heydays (over 55's);
- Youth theatre representatives;
- Families and Young People;
- Community Ambassadors;
- Local artists and companies; and

- Dementia Empowerment and Engagement Project.

In addition, presentations of the proposals were made to both the Leeds Access and Use-Ability Group and also the Playhouse's own access group, with very useful feedback being obtained from both organisations. A subsequent visit to the building was arranged to further explain the proposals and it is intended to remain in contact with the groups over as the project develops, to ensure that best practice is maintained and that the redeveloped Playhouse is as accessible to all as practicable.

During the early part of Stage 3 a useful study trip was made by the Client, end user and Design Team to the Everyman Theatre in Liverpool and the Laurence Batley Theatre in Huddersfield. These visits were useful in benchmarking quality and the type of changes to be made to the performance spaces.

The West Yorkshire Playhouse has displayed information boards in their foyer space explaining more about the proposed refurbishment works and key objectives of the project in order to obtain further customer feedback.

Are there any gaps in equality and diversity information

Please provide detail:

No.

Action required:

No further action required.

6. Wider involvement – have you involved groups of people who are most likely to be affected or interested

Yes

No

Please provide detail:

As already detailed in section 5, from feasibility to the present design phase, groups that regularly come into contact with the West Yorkshire Playhouse have been consulted on the design proposals and, through an iterative approach, a number of suggestions which have come from such consultation have been incorporated into the emerging design. From the beginning of 2017, the following groups have been consulted:

<u>External Organisations</u>	<u>Date of Meeting</u>
Leeds Access and Use-Ability Group	Thursday 26 January
LCC Planning	Wednesday 18 January
LCC Highways	Wednesday 18 January
Leeds Civic Trust	Wednesday 25 January
Caddicks	Thursday 26 January
City College	Tuesday 7 March
Re-Form Landscape Architects	Thursday 26 January
Hammersons	Thursday 2 February

Leeds College of Music	Wednesday 25 January
Quarry Hill Development Group	Tuesday 28 February
Public Exhibition within the Playhouse	From May and ongoing
<u>Internal Playhouse groups and external groups</u>	
Disabled users (including AUAG)	Thursday 26 January
Youth theatre reps	Saturday 11 March
Audience	Public exhibition
Heydays	Wednesday 1 February
People living with Dementia	Friday 24 February
Patrons	Monday 13 March
Local Companies /artists	Monday 3 April
Communities and community ambassadors	Friday 31 March
First Floor/Young People	Saturday 11 March
Families and Young People	Tuesday 21 February
<u>Internal Playhouse</u>	
Production staff	Tuesday 17 January
All staff	Wednesday 18 January
All staff reviewed	Wednesday 8 March
Action required:	
No further action required.	

7. Who may be affected by this activity?
please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function

Equality characteristics

<input checked="" type="checkbox"/>	Age	<input checked="" type="checkbox"/>	Carers	<input checked="" type="checkbox"/>	Disability
<input checked="" type="checkbox"/>	Gender reassignment	<input checked="" type="checkbox"/>	Race	<input checked="" type="checkbox"/>	Religion or Belief
<input type="checkbox"/>	Sex (male or female)	<input checked="" type="checkbox"/>	Sexual orientation		
<input type="checkbox"/>	Other				

(Other can include – marriage and civil partnership, pregnancy and maternity, and those areas that impact on or relate to equality: tackling poverty and improving health and well-being)

Please specify:

Stakeholders

- | | | |
|--|------------------------------------|---|
| <input checked="" type="checkbox"/> Services users | <input type="checkbox"/> Employees | <input type="checkbox"/> Trade Unions |
| <input type="checkbox"/> Partners | <input type="checkbox"/> Members | <input checked="" type="checkbox"/> Suppliers |
| <input type="checkbox"/> Other please specify | | |

Potential barriers.

- | | |
|--|--|
| <input type="checkbox"/> Built environment | <input type="checkbox"/> Location of premises and services |
| <input type="checkbox"/> Information and communication | <input type="checkbox"/> Customer care |
| <input type="checkbox"/> Timing | <input type="checkbox"/> Stereotypes and assumptions |
| <input type="checkbox"/> Cost | <input type="checkbox"/> Consultation and involvement |
| <input type="checkbox"/> Financial exclusion | <input type="checkbox"/> Employment and training |
| <input type="checkbox"/> specific barriers to the strategy, policy, services or function | |

Please specify

The refurbishment work should not create barriers but in fact improve the built environment and experience for all groups.

8. Positive and negative impact

Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers

8a. Positive impact:

The Playhouse will become an open, porous and welcoming building rather than one that is perceived as being closed off to public view, welcoming people in and underscoring the Theatre's renewed commitment to engage with local communities; including young people, and those with dementia.

- Improving physical access into and around the theatre building, particularly for wheelchair users, by the creation of new vomitoria entrances into the Quarry Theatre which will enable them to feel part of the audience rather than being on the seating periphery. At present wheelchair users also have to use back of house routes in order to get to the seating area available to them; the refurbishment will enable these customers to enter and exit using the same routes as abled bodied customers and, therefore, creating a more pleasurable, inclusive experience. In addition to this more wheelchair spaces are being made available in both the Quarry and Courtyard theatres. This will be particularly beneficial to the Playhouse in their sector-leading work on Relaxed Performances which are specifically designed to be open and accessible to people who may otherwise experience barriers to engaging with theatre, such as people with disabilities.
- The refurbishment will assist with the theatre's aspirations to be more dementia friendly by creating calming, logical and safe spaces. The theatre building will become more logical in its layout and be more welcoming therefore breaking down any psychological barriers in using a theatre space.
- The new Rock Void space will allow the theatre to expand their Artist Development and Young People's offers and to extend community participation opportunities bringing community groups right into the heart of the new theatre building.
- Improve and increase the toilet provision for families, transgender and disabled users.
- Creating new spaces and improving their award winning Creative Engagement offer for young people, older people, communities and schools/education providers such as the long-running Heydays programme for over 55's which promotes community cohesion and health and wellbeing and reduces social isolation.

Action required:

No further action required.

8b. Negative impact:

As a consequence of the refurbishment works, there is likely to be a period of time while the theatre is closed and therefore the regular groups who use the theatre building (such as Heydays) will be impacted by the temporary nature of the construction works.

To mitigate the impact of the above, the theatre is looking at areas of the theatre building that could remain in operation during the construction works to relocate groups (subject to capacity) as well as engage with partners and use their other building assets in the city centre.

Action required:

No further action by the City Council required.

9. Will this activity promote strong and positive relationships between the groups/communities identified?

Yes

No

Please provide detail:

The community work and the creative programme undertaken by the theatre already promote strong and positive relationships between groups and communities. The refurbishment will aid the theatre to do more of this in a better building environment.

Action required:

No further action required.

10. Does this activity bring groups/communities into increased contact with each other? (e.g. in schools, neighbourhood, workplace)

Yes

No

Please provide detail:

The proposed refurbishment works will enable the Playhouse to undertake more of the same work in a better building environment, with the potential to bring more groups together into the building.

Action required:

No further action required.

11. Could this activity be perceived as benefiting one group at the expense of another? (e.g. where your activity/decision is aimed at adults could it have an impact on children and young people)

Yes

No

Please provide detail:

The refurbishment of the West Yorkshire Playhouse will not benefit any one group above another. It is proposed that all groups will benefit from the improvement works as detailed in section 3; from the very young to the elderly and from every ethnic background and physical and mental ability. The project assists with the Council's ambitions to improve the health & wellbeing of its citizens, create a child friendly city and help to improve better lives.

Action required:

No further action required.

12. Equality, diversity, cohesion and integration action plan

(insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)

Action	Timescale	Measure	Lead person
Relocate community groups during the theatre closure	TBA	Relocation of groups to an appropriate alternative venue	West Yorkshire Playhouse

13. Governance, ownership and approval

State here who has approved the actions and outcomes from the equality, diversity, cohesion and integration impact assessment

Name	Job Title	Date
Stacey Walton	Asset Management Officer	05 June 217
Date impact assessment completed		05 June 2017

14. Monitoring progress for equality, diversity, cohesion and integration actions (please tick)

- As part of Service Planning performance monitoring
- As part of Project monitoring
- Update report will be agreed and provided to the appropriate board
Please specify which board
- Other (please specify)

15. Publishing

Though **all** key decisions are required to give due regard to equality the council **only** publishes those related to **Executive Board, Full Council, Key Delegated Decisions** or a **Significant Operational Decision**.

A copy of this equality impact assessment should be attached as an appendix to the decision making report:

- Governance Services will publish those relating to Executive Board and Full Council.
- The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.
- A copy of all other equality impact assessments that are not to be published should be sent to equalityteam@leeds.gov.uk for record.

Complete the appropriate section below with the date the report and attached assessment was sent:

For Executive Board or Full Council – sent to Governance Services	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: