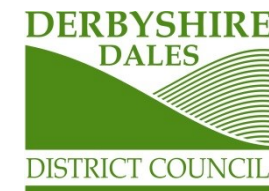


Derbyshire Dales District Council Equality Impact Assessment



Please refer to the guidance whilst completing this form.

Contact Elizabeth Wilson [elizabeth.wilson@derbyshiredales.gov.uk, or 01269 761240] for support.

1. Outline

a. Title of policy, practice, service or function being assessed	Black's Head, Ashbourne
b. Service and/or Corporate Plan Ref	Estates and Facilities
c. Name and Role of Officers conducting assessment	Tim Braund, Director of Regulatory Services
d. Date of assessment	5 June 2021
e. Reason for assessment	Part of consideration for re-siting of Black's Head
f. What is the purpose of this policy, practice, service or function? (specify aims and objectives)	The Black's Head and gallows sign is owned by the District Council. It was removed in June 2020 following online petitions in favour of removing it from its site above St John's Street and one in favour of retaining it. Following removal it has been kept safely in the Derbyshire Records Office. Consideration is now being done as to what should now be done with it.
g. Are there any other organisations involved in its implementation?	DDCVS and ACCA (Chesterfield) assisted the Council in assessing the potential offence that could be caused by assets owned by the Council. Ashbourne Town Council and Ashbourne Heritage Society are both interested in the future of the Head. Derbyshire County Council has expressed an interest in the listed status of the Head and sign.
h. Likely customer groups to be impacted	Ashbourne residents. The wider public.
i. Other stakeholders likely to be impacted	Potentially national interest – cf the Edward Colston statue.
Which District Council departments are affected by the policy, practice, service or function?	Estates and Facilities, Development Management, Policy, Community Safety.

Do any of the objectives directly support or hinder another Council activity?	No
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2. Assessing Relevance to the General Equality Duty

The General Equality Duty has three aims which require the District Council to have due regard to the need to:	Tick those which are relevant
1. Eliminate unlawful discrimination (both direct or indirect), harassment and victimisation	<input type="checkbox"/>
2. Advance equality of opportunity between all persons by <ul style="list-style-type: none"> • removing or minimising disadvantages suffered by protected groups; • taking steps to meet the needs of people from protected groups where these are different from the needs of other people • encouraging people from protected groups to participate in public life or other activities where participation is disproportionately low 	
3. Foster good relations between different groups	<input checked="" type="checkbox"/>

3. What existing information / data do you have / monitor about different diverse groups in relation to this policy, practice, service or function?

For example: previous EIA's, reports, consultation, surveys, demographic data etc.

No direct information. Various individuals have submitted personal views that the Black's Head could be considered to be racist, others that it is not racist. Based on the views expressed it seems undeniable that the Head is capable of causing offence to some people.

Information / Data	Data source and date	Information relevant to proposed policy/service/function
Derbyshire Dales Equalities Profile https://observatory.derbyshire.gov.uk/wp-content/uploads/reports/profiles/census_profiles/equalities_profile/district/Derbyshire_Dales.pdf	Derbyshire Observatory; taken from Census 2011 - national survey of all households	The percentage of BME residents in the Derbyshire Dales is 3.2%, in Derbyshire it is 4.2%, and in England it is 20.2% An unknown number of visitors to the Dales are from BME groups
Derbyshire Dales Profile https://www.nomisweb.co.uk/reports/localarea?compare=E07000035	NOMIS Official Labour Market Statistics Census 2011-national survey of all households	
Derbyshire Dales Equality Information published on website: https://www.derbyshiredales.gov.uk/your-council/equalities/equality-information	DDDC Monitoring data collected by services (in-house and outsourced)	-

4. Based on the evidence above, does the policy, practice, service or function have a positive or negative impact on any protected group(s)?

It seems likely that the Head and potentially the sign, could be capable of causing offence to some people and/or groups of people.

Protected groups	Positive effects	Negative effects	Potential Improvement Actions
Age	Received opinion that older people could be less offended than younger ones on average if the Head is returned to its original location	Received opinion that younger people could be more offended than older ones on average if the Head is returned to its original location	Allow the Head to be seen by the public in a more discreet environment e.g. a museum, with accompanying contextual information
Disability or long term ill heath Physical disabilities, sensory impairments, limiting long-term illnesses, learning disabilities or mental health issues	If the head was returned to its original location, it may be considered as more accessible by some	If the head was moved to an indoor environment, it may be considered as less accessible by some	Ensure; <ul style="list-style-type: none"> • all locations are fully accessible • all contextual material is accessible
Race / ethnic groups	If the Head was in a more discreet environment e.g. a museum with accompanying contextual information, potentially less offence could be caused.	In its original location the Black's Head has the potential to cause offence, although its original meaning is not clear. It would be difficult to give contextual information at this location	Interpretive display, explaining its history and theories as to its provenance
Women or men	None	None	None
Sexual orientation	None	None	None
Religion or belief (including non-belief)	None	None	None

Protected groups	Positive effects	Negative effects	Potential Improvement Actions
Transgender (including people planning to or going through gender reassignment)	None	None	None
Pregnancy and maternity (including maternity and paternity leave)	None	None	None
Marital status (including civil partnership & same sex marriage)	None	None	None

4a. Are there any local priority groups / factors which should be considered?

Other factors	Positive effects	Negative effects	Improvement actions
Rural areas	None	None	Town and parish councils included in consultation
Poverty / deprivation	None	None	None
Visitors to the Derbyshire Dales	Allowing the Head to be seen by the public in a more discreet environment e.g. a museum, with accompanying contextual information, would be less likely to cause offence and negative publicity	Returning the Head to its original location could cause offence and negative publicity	

5. Consultation and engagement

Whose views do you need to gather? How will you gather it? By when? If no consultation is necessary, please explain why.

In accordance with the Council resolution from December 2020, consultation has been undertaken with Ashbourne Town Council, Ashbourne Heritage Society and neighbouring parish councils. Comments have also been received from a number of members of the public. The public petitions in favour of retaining the Head and in favour of removing it, both received considerable public support. The Council reports have attracted significant interest.

6. Commissioned / outsourced services

Is your policy, practice, service or function is partly or wholly provided by any external organisation / agency?	No
If yes, please list any contractual or other arrangements which aim to ensure that the provider promotes equality and diversity (e.g. <i>monitoring data</i>)	N/A

7. Summary

Use this space to summarise key data and its implications, the key issues to be addressed, potential actions to address them and any other points relevant to the Policy/service.

At this stage the key issue is the capability of the Head and/or the sign to cause offence, most likely on the basis of its portrayal of the head of a black man. The Head has been removed, although the gallows sign, with the wording 'The Green Man and Black's Head Royal Hotel' remains in place above St John's Street, in Ashbourne. There is no explanation of the Hotel of the figure in the vicinity. The District Council has resolved that the Head will not be reinstated in this location, but has not yet made a positive decision as to what it would like to happen next to the Head or to the sign. Therefore this EIA relates to the Head and sign as is, but will later look at any implications that might arise when the future of the Head and sign are decided.

8. Improvement Plan

Key issues identified	Potential Actions
Location of any display of the Head	Present options to stakeholders
Gallows sign 'the Green Man and Black's Head Royal Hotel'	Consider the removal of the sign

PLEASE FORWARD THE COMPLETED FORM TO THE POLICY MANAGER / POLICY OFFICER (Consultation & Equalities)

Signed _____ (Completing Officer)