

Equality Impact Assessment (EIA) Form **'Knowing you customers needs'**

Background

An Equality Impact Assessment is an improvement tool. It will assist you in ensuring that you have thought about the needs and impacts of your service/policy/function in relation to the protected characteristics. It enables a systematic approach to identifying and recording gaps and actions.

Legislation - Equality duty:

As a local authority who provides services to the public, Melton has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to:

- Eliminate discrimination, harassment and victimisation
- Advance Equality of Opportunity
- Foster good relations

For the following protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership (when providing services)
5. Pregnancy and maternity (when providing services)
6. Race
7. Religion and belief
8. Sex
9. Sexual orientation

What is prohibited?

1. Direct discrimination, including by association and perception.
2. Indirect discrimination – now covers all characteristics.
3. Pregnancy and maternity discrimination.
4. Harassment.
5. Third party harassment.
6. Discrimination arising from disability.
7. Duty to make reasonable adjustments.

Title of the policy	Market Place Enhancement Scheme
Is it new or exiting?	New
Date	January 2012
Officer undertaking EIA	Lisa Brown
Who else is involved in undertaking this assessment?	Shelagh Core

1. Overview of policy/function being assessed

A. Outline: What is the purpose of this policy? (specify aims and objectives)
To improve the accessibility of the market place in Melton Mowbray's town centre by re-surfacing the area with a more user friendly product, de-cluttering street furniture and replacing dangerous drainage channels.
B. What specific groups is the policy designed to affect/impact?
All users of the town centre, including local residents, employees and visitors.
C. Which groups have been consulted as part of the creation or review of the policy?
MTCP, LCC Highways, LCC Better Places, LCC Landscaping & Architect, Town Estate, MBC, Town Centre Champion

2. What we already know and where there are gaps

A. What existing information/data do you have/monitor about different diverse groups in relation to this policy? This could consist of previous EIA's, reports, consultation, surveys, demographic profiles etc.
<p>Ethnicity: Borough profiles</p> <p>Religion:</p> <p>Sexual Orientation:</p> <p>Disability: Demographics</p> <p>Age: Demographics</p> <p>Gender: Demographics</p> <p>Transgender:</p> <p>Other (Civil partnerships/marriage, pregnancy and maternity, offenders, priority neighbourhoods):</p>
B. What does this information/data tell you about diverse groups? If you do not hold or have access to any data/information on certain/all diverse groups, what do you need to begin collating/monitoring? (please list)
The profiles and data for the borough/town centre do not lead to specific information about a group that maybe negatively affected by this proposal.

3. Do we need to seek the views of others and if so, who?

<p>A. In light of the answers you have given in question 2, do you need to consult with specific groups? If not please explain why.</p>

4. Assessing the impacts

<p>In light of any data/consultation/information and your own knowledge and awareness, please identify whether the policy has a positive or negative on the groups specified and whether there is evidence of discrimination. Provide an explanation for your decisions. (please refer to the general duties on the front page)</p>				
<u>Diversity Groups</u>	<u>Positive impacts</u> Intentional / Unintentional	<u>Negative impacts</u> Intentional / Unintentional	Is there evidence of direct/indirect discrimination?	<u>Comments/explanation</u> Use data to evidence
Age	Positive – A more usable space for events / festivals / community projects			
Disability (physical, visual, hearing, learning disability, mental health)	Positive – removal of street clutter, levelling of surface, new non-slip surface, improved access.			
Gender / Sex				
Religious Belief				
Racial Group				
Sexual Orientation				
Transgender				
Other protected groups (pregnancy & maternity, marriage & civil partnership)				
Other socially excluded groups (low literacy, offenders, priority				

neighbourhoods, etc)				
All				

5. Action Plan

Please include any identified concerns/actions/issues in this action plan: <i>The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan</i>			
Question Number (Ref)	Action	Responsible Officer	Target Date

6. Who needs to know about the outcomes of this assessment and how they will they be informed

	Who needs to know (Please tick)	How they will be informed (we have a legal duty to publish EIA's)
Internally (employees & EIA Scrutiny group)		
Externally (service users, stakeholders etc)		
Others		
To ensure ease of access, what other communication needs/concerns are there?		

7. Conclusion (to be completed and signed by the [Head of Service](#))

Please delete as appropriate
I agree / disagree with this assessment / action plan
If <i>disagree</i> , state action/s required, reasons and details of who is to carry them out with timescales:
Signed (Head of Service): H Rai
Date: 18/01/12

8. Internal Scrutiny (to be completed and signed by an independent [member of the third tier manager group](#))

Please delete as appropriate
I agree / disagree with this assessment

If *disagree*, state action/s required, reasons and details of who is to carry them out with timescales:

Signed (third tier manager):

Date:

[Please ensure that this EIA is publicised on the Internet](#)