



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	Car Parking Permit Scheme – HRA Town Centre Flats
Is it new or exiting?	New
Date	01/08/11
Officer undertaking EIA	R Browne
Who else is involved in undertaking this assessment?	S Spencer

1. Overview of policy/function being assessed

A. Outline: What is the purpose of this policy? (specify aims and objectives)
The proposed policy was aimed at reducing the illegal parking by non-residents at town centre HRA car park thus ensuring residents are able to park near their property and that friends and family can park whilst visiting.
B. What specific groups is the policy designed to affect/impact?
The policy is designed to prevent non-residents/non-family/friends from parking in the existing car parking spaces provided for residents. By introducing a charge through a permit scheme this will mean that tenants/leaseholders will have to purchase a permit if they have a car. Additionally those wishing for family/friends to be able to park when visiting will also need to purchase a visitors permit. It is envisaged 75% of residents will make this purchase. Care workers, health visitors and contractors will also need to apply for a permit.
C. Which groups have been consulted as part of the creation or review of the policy?
Consultation has been carried out every tenant/leaseholder living in the town centre HRA housing schemes through a questionnaire, Melton Tenants' Forum Executive Committee, Town Centre Residents Group and Leicestershire County Council.

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.
Ethnicity: Demographic Profiles
Religion:
Sexual Orientation:
Disability: Demographic Profiles

Age: Demographic Profiles

Gender: Demographic Profiles

Transgender:

Other (Civil partnerships/marriage, pregnancy and maternity, offenders, priority neighbourhoods):
Priority Neighbourhood Profiles, Expected Birth/Birth data, Offender data, crime data.

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 local area is mainly occupied by over 55 year olds dependent on benefits as income sources. The area is made up additionally of single couples and single people which many have complex needs. The majority of those under 55 are also dependent on benefits as a main source of income.

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

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.

No

4. Assessing the impacts

	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)			
<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		Unintentional	No	A large proportion of residents are over the age of 55 years.
Disability (physical, visual, hearing, learning disability, mental health)		Unintentional	Indirect discrimination may arise due to impact on disposable	There is a large number of elderly disabled and residents with complex needs including mental health

			income	issues living in the area.
Gender / Sex				
Religious Belief				
Racial Group				
Sexual Orientation				
Transgender				
Other protected groups (pregnancy & maternity, marriage & civil partnership)		Unintentional	Indirect discrimination may occur due to low incomes with a permit charge impacting on disposable income	Low income, poor education and large retirement age population living in this area.
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 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:
13 /06/11

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 <i>disagree</i>, 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](#)