

Equality Impact Assessment (EIA) Form **'Knowing your 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	Melton Anti Poverty Strategy Statement
Is it new or exiting?	New
Date	03/01/2012
Officer undertaking EIA	Emma Trahearn
Who else is involved in undertaking this assessment?	Harry Rai

1. Overview of policy/function being assessed

<p>A. Outline: What is the purpose of this policy? (specify aims and objectives)</p> <p>The Melton Anti Poverty Strategy provides strategic direction in reducing the number of children and families in poverty in Melton by 2015.</p> <p>The objective is to;</p> <p>Reduce the number of children and families in a workless environment</p> <p>Improve learning opportunities and aspiration in children and adults through education, training and skills development to decrease the education attainment gap.</p> <p>Provide basic needs to the most vulnerable and poorest of children and families in the Borough.</p> <p>Ensure vulnerable children and families have access to improving services in the Borough</p>
<p>B. What specific groups is the policy designed to affect/impact?</p> <p>The impact of the policy may affect all groups at any time, specifically those most vulnerable affected by social, economic or financial poverty.</p>
<p>C. Which groups have been consulted as part of the creation or review of the policy?</p> <p>The Strategy has been developed, supported and by the following documents, reports and policies, of which have undergone relevant consultation.</p> <ul style="list-style-type: none"> • Melton's Corporate Plan (2011 – 2015) • Melton Sustainable Community Strategy (2008 – 2013) • Analysis of the changes for IDACI (Income of Deprivation Affecting Children's Income 2010) • Homeless Housing Strategy (2008-2011) • Unemployment Bulletins (2011) • Economic Regeneration Strategy (2008-2013) • Department of Health – Melton's Health Profile (2011) • Melton Integrated Youth Support Services Action Plan (2011 – 2012) • Decent Place to Live Action Plan (2011) • The chairs of the resident groups from each priority neighbourhood. • The general public (via the website from 12th December 2011) • Interviewed: People Manager Place Manager Planning Policy Manager Children Centre Coordinator Financial inclusion officer Customer Insight officer Chief Executive CAB Chief Officer VAM Head Teacher of Grove Primary School

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: N/K Sexual Orientation: N/K Disability: Demographic Profiles Age: Demographic Profiles Gender: Demographic Profiles Transgender: N/K Other (Civil partnerships/marriage, pregnancy and maternity, offenders, priority neighbourhoods): Children Centres, Demographic Profile, Probation Services, DWP
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 vulnerable groups are spread throughout the Borough, with pockets of higher levels of deprivation in Melton's Priority Neighbourhoods. The information also tells us that there are many different indicators which can alert us to those susceptible to poverty. The strategy is designed to reduce the number of children and families in poverty through tackling some of the root causes.

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.
The strategy has been developed due to initial findings through consultation and there being a need to have such as strategy. Various sources and individuals have been considered when developing this strategy. There will be an annual review where further consultation will be required, from various individuals and organisations.

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	Yes looking at this from a 0-99 age range and therefore anyone whom is affected by poverty or susceptible will be supported and helped	No		
Disability (physical, visual, hearing, learning disability, mental health)		No		Vulnerable groups are identified in the strategy as requiring specific social, economic or financial support requirements
Gender / Sex		No		Not directly assessed
Religious Belief		No		Not directly assessed
Racial Group		No		Not directly assessed
Sexual Orientation		No		Not directly assessed
Transgender		No		Not directly assessed
Other protected groups (pregnancy & maternity, marriage & civil partnership)	Yes		Young mothers, those with drug or alcohol abuse issues, if a child is at a higher risk of entering into poverty	Vulnerable groups are identified in the strategy as requiring specific assistance in relation to parenting needs and support through children centres
Other socially excluded groups (low literacy, offenders, priority neighbourhoods, etc)	Yes		Those on income benefits, poor numeracy and literacy, in a priority neighbourhood	Vulnerable groups are identified in the strategy as requiring specific assistance in relation to education and support to work requirements.
All	Positive Impact			It is likely that the objectives set in the strategy would result in a positive experience for all groups involved.

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)	Communities and Neighbourhood	
Externally (service users, stakeholders etc)	Committee Reports	
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):
Date:

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