

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.

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|---|-------------------------------|
| Title of the policy | Fairmead Regeneration project |
| Is it new or exiting? | New |
| Date | 13 January 2012 |
| Officer undertaking EIA | H Rai |
| Who else is involved in undertaking this assessment? | |

1. Overview of policy/function being assessed

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| A. Outline: What is the purpose of this policy? (specify aims and objectives) |
| To approve a masterplan that seeks to –re-develop a priority neighbourhood |
| B. What specific groups is the policy designed to affect/impact? |
| All residents of Fairmead (approx 250) |
| C. Which groups have been consulted as part of the creation or review of the policy? |
| <p>All residents have been consulted, through a range of different mechanisms:</p> <ul style="list-style-type: none"> • Public meetings • Surveys • Face to face • Questionnaires • wensite |

2. What we already know and where there are gaps

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| 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: neighbourhood profile</p> <p>Religion: none</p> <p>Sexual Orientation: none</p> <p>Disability: Neighbourhood profile</p> <p>Age: Neighbourhood Profile</p> <p>Gender: neighbourhood Profile</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) |
| Neighbourhood profile couples with indices of deprivation 2010 have provided detailed information of the groups affected |

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

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| <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> |
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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 | | | | |
| Disability (physical, visual, hearing, learning disability, mental health) | Positive, as it seeks to place parking of cars near the home, removal of alleyways and a road through the estate | | | |
| Gender / Sex | Community facilities to the area | | | |
| Religious Belief | | | | |
| Racial Group | | | | |
| Sexual Orientation | | | | |
| Transgender | | | | |
| Other protected | | | | |

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|--|--|--|--|--|
| 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 |
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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) | CSA committee report | |
| Externally (service users, stakeholders etc) | Residents of fairmead | |
| 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](#))

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| 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](#))

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| 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](#)