

Equality Impact Assessment (EIA) Form
'Knowing your customers needs'

Background

An Equality Impact Assessment is an improvement tool. It assists in ensuring that the needs and impacts of a service/policy/function in relation to the protected characteristics have been considered. It enables a systematic approach to identifying and recording gaps and actions.

Legislation - Equality duty

As a local authority that 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

This is to be undertaken 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

The following actions are 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 | Draft Melton Core Strategy (Publication) DPD |
| Is it new or existing? | Existing |
| Date | 20/12/2011 |
| Officer undertaking EIA | Samantha Fern |
| Who else is involved in undertaking this assessment? | David Pendle, Paul Gilding, Shaza Mark |

1. Overview of policy/function being assessed

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| A. Outline: What is the purpose of this policy? (specify aims and objectives) | |
| The Melton Core Strategy sets the vision, objectives and strategic policies for our community. It will be used to consider major developments, deliver much needed infrastructure, influence economic investment decisions throughout the Borough, support jobs, promote our town centre and protect our countryside, environment and heritage. | |
| B. What specific groups are the policies designed to affect/impact? | |
| The policies will have an influence on all groups, although the specific groups most affected varies with the policy concerned. For example, age, disability, gender, religious beliefs and some other protected and socially excluded groups are referenced with regard to the location of development (See Policies CS1, CS2 and CS3). | |
| C. Which groups have been consulted as part of the creation or review of the policy? | |
| A number of groups have been consulted as part of the Core Strategy review, these include: | |
| The Environment Agency | English Heritage |
| Natural England | Secretary of State for Transport |
| Leicestershire and Rutland Primary Care Trust | Lincolnshire Teaching Primary Care Trust |
| Nottinghamshire County Teaching Primary Care Trust | Homes and Communities Agency |
| Age UK | Bottesford High School and Community College |
| Brooksby Melton College | The Church Commissioners |
| Churches Together in Melton | Commission for Architecture and the Built Environment |
| Connexions Leicestershire | Campaign to Protect Rural England (Leicestershire) |
| Disabled Persons Transport Advisory Committee | East Midlands Ambulance Service |
| Equality and Human Rights Commission | Friends of the Earth |
| Groundwork Leicester and Leicestershire | Health and Safety Executive |
| Home Builders Federation | John Ferneley School |
| King Edward VII Sixth Form Centre | Learning and Skills Council |
| Leicestershire Constabulary | Leicestershire Fire and Rescue Service |
| Leicestershire and Rutland Rural Community Council | Leicestershire and Rutland Association of Local Councils |
| Leicestershire Education Authority | Leicestershire Footpath Association |
| Leicestershire Gypsy Council Liaison Group | Leicester and Leicestershire Economic Partnership |
| Leicestershire & Rutland Bridleway Association | Leicestershire & Rutland Sport |
| Long Field High School | Melton Access Group |
| Melton Community Partnership | Melton Area Safer Communities Partnership |

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| Melton Mowbray Chamber of Trade Melton Mowbray Town Estate | Melton Mowbray Market Partnership Melton Seniors Forum |
| National Disability Council The Ramblers Association | The Ramblers Association (Melton Mowbray Group) |
| Sport England | Sustrans (Leics) |
| Voluntary Action Melton | Voluntary Action Leicestershire |
| Young Peoples Learning Agency | |

2. What we already know and where there are gaps

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| <p>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> |
| <p>Ethnicity: Demographic Profiles, Census information, Borough Profile, ONS online, Melton AMR</p> <p>Religion: Demographic Profiles, Census information, Borough Profile, ONS online</p> <p>Sexual Orientation: Demographic Profiles, Census information, Borough Profile</p> <p>Disability: Demographic Profiles, Census information, Borough Profile, Melton AMR</p> <p>Age: Demographic Profiles, Census information, Borough Profile, NHS Area profile, ONS online, Melton AMR</p> <p>Gender: Demographic Profiles, Census information, Borough Profile, NHS Area profile, ONS online</p> <p>Transgender: Demographic Profiles, Census information, Borough Profile</p> <p>Other (Civil partnerships/marriage, pregnancy and maternity, offenders, priority neighbourhoods): Priority neighbourhoods: Borough Profile, JSNA (Joint Strategic Needs Assessment)</p> |
| <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)</p> |
| <p>This data informs us of the distribution of diverse groups within Melton's community, from this we can determine how our service should target its resources in order to meet the needs of the whole community whilst not discriminating against the protected characteristics or causing a detrimental impact to any diverse or minority groups.</p> <p>A recommendation is made that future public consultation rounds will include equalities monitoring. For every consultation letter issued an equalities monitoring form should also be issued. By collecting this information specifically for this service area we can establish which section of the Melton population has the most frequent contact with our service, and from there determine if there are any under-represented groups and begin establishing ways to engage contact with these under-represented groups.</p> |

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> <p>The consultation list for this policy is extensive and consultation is ongoing throughout the policy review, however as mentioned above, monitoring consultation responses received from members of the public would be beneficial to assessing if there any groups of society which are under-represented.</p> <p>Data in relation to the Borough's profile with regard to pregnancy & maternity, marriage & civil partnership could also be sought to establish a profile for the Borough and potential implications with regard to this policy review.</p> |
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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) | | | |
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| <u>Policy CS1</u> | <u>Development at Melton Mowbray</u> | | | |
| <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 | Focusing development in Melton Mowbray will improve access to services for this group. | There are no concerns that the development at Melton Mowbray policy could have a detrimental impact with regard to the protected characteristics. | None | 53.2% of the total population lives in Melton Mowbray. 52% of people aged 65+ live in Melton Mowbray. This is not considered to be a significant statistical difference in the context of the development policy. No comments have been received which suggest that the development strategy has a differential impact due to age. |
| Disability (physical, visual, hearing, learning disability, mental health) | Focusing development in Melton Mowbray will improve access to services for this group. | There are no concerns that the development at Melton Mowbray policy could have detrimental impact with regard to the | None | No statistical evidence is available. No comments have been received which suggest that the development strategy has a differential impact due to disability. |

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| | | protected characteristics. | | |
| Gender / Sex | Lone parent families (a significantly larger proportion of which are women) would benefit from focusing development in Melton Mowbray, improving access to services for this group. | There are no concerns that the development at Melton Mowbray policy could have detrimental impact with regard to the protected characteristics. | None | The gender split for the population in the rural area is 49.5% males to 50.5% females. Within the Melton Mowbray the gender split is 48.7% males to 51.3% females. This is not considered to be a significant statistical difference in the context of the development policy. No comments have been received which suggest that the development strategy has a differential impact due to gender. |
| Religious Belief | Focusing development in Melton Mowbray should improve access to facilities. | There are no concerns that the development at Melton Mowbray policy could have detrimental impact with regard to the protected characteristics. | None | Approximately 0.5% of the rural population who have a faith are non-Christian (Census 2001). The corresponding figure for Melton Mowbray is 1.2% of the population. The proportion of people who have a faith which is non-Christian generally ranges from 0.1% to 1% in Wards across the Borough, although the town ward of Melton Craven has a higher proportion of 3.35%. This is not considered to be a significant statistical difference in the context of the development strategy. No comments have been received which suggest that the development strategy has a differential impact due to religious belief. |
| Racial Group | None | There are no concerns that the development at Melton Mowbray policy could have detrimental | None | 1.24% of Melton's population is classified as non-white. There is a concentration of this group in Craven ward where 4.13% of the population are non-White. |

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| | | impact with regard to the protected characteristics. | | <p>0.51% of Melton's population is classified as Asian or British Asian. There is a concentration of this group in Craven ward where 3.09% of the population are Asian or British Asian.</p> <p>0.08% of Melton's population is classified as black or British Black- the lowest proportion in the region. There are no particular concentrations of this group.</p> <p>0.18% of Melton's population is classified as Chinese or other ethnic group. There are no particular concentrations of this group. No comments have been received which suggest that the development strategy has a differential impact due to racial group.</p> |
| Sexual Orientation | None | There are no concerns that the development at Melton Mowbray policy could have detrimental impact with regard to the protected characteristics | None | No statistical evidence is available. No comments have been received which suggest that the development strategy has a differential impact due to sexual orientation. |
| Transgender | None | There are no concerns that the development at Melton Mowbray policy could have detrimental impact with regard to the protected characteristics. | None | No statistical evidence is available. No comments have been received which suggest that the development strategy has a differential impact on any of this group. |
| Other protected groups (pregnancy & maternity, marriage & civil partnership) | Focusing development in Melton Mowbray will improve access to services benefitting some of these groups. | There are no concerns that the development at Melton Mowbray policy could have detrimental impact with regard to the | None | No statistical evidence available. No comments have been received which suggest that the development strategy has a differential impact on any of these groups. |

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| | | protected characteristics. | | |
| Other socially excluded groups (low literacy, offenders, priority neighbourhoods, etc) | Focusing development in Melton Mowbray will improve access to services benefitting some of these groups. | There are no concerns that the development at Melton Mowbray policy could have detrimental impact with regard to the protected characteristics | None | No statistical evidence is available. No comments have been received which suggest that the development strategy has a differential impact on any of these groups. |
| All | Improved access to services for the whole community. | None | None | None |

| | 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) | | | |
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| <u>Policy CS2</u> | <u>Rural Centres</u> | | | |
| <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 | Focusing development in sustainable locations should improve access to services for this group. | There are no concerns that the Rural Centres policy could have detrimental impact with regard to the protected characteristics. | None | Bottesford (20%) and Waltham on the Wolds (20.5%) have a higher proportion of people aged 65 years and over than any other Ward in the Borough. Asfrordby has 16% and Long Clawson and Stathern has 14.5%. The percentage of over 65's ranges from 12 at Melton Dorian to 20.5% at Waltham on the Wolds with no pattern for town or rural wards. No comments have been received which suggest that the rural centres policy has a differential impact due to age. |
| Disability (physical, visual, hearing, learning disability, mental health) | Focusing development in sustainable locations should improve access to services for this group. | There are no concerns that the Rural Centres policy could have detrimental impact with regard to the protected characteristics. | None | The number of people claiming disability allowance by Ward ranges from between 30 to 60 people per thousand. Claimants at the Rural Centres are 37 at Long Clawson and Stathern Ward, 41 at Waltham on the Wolds Ward, 52 at Bottesford Ward and 58 at Asfordby Ward. There is no spatial correlation in the Borough although the three Wards with the highest number of claimants are in the town of Melton Mowbray. No comments have been received which suggest that the Rural Centres policy has a differential impact due to disability. |

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| Gender / Sex | Lone parent families (a significantly larger proportion of which are women) would benefit from focusing development in sustainable locations, improving access to services for this group. | There are no concerns that the Rural Centres policy could have detrimental impact with regard to the protected characteristics. | None | The male: female ratio in the town is approximately 49:51. The male: female ratios at the wards containing the Rural Centres are 48:52 (Waltham), 49:51 (Asfordby & Bottesford) and 50:50 (Long Clawson). This compares with a male: female ratio of between 48:52 and 52:48 in the remainder of the rural wards. This is not considered to be a significant statistical difference in the context of the rural centres policy. No comments have been received which suggest that the Rural Centres policy has a differential impact due to gender. |
| Religious Belief | Focusing development in sustainable locations should improve access to facilities. | There are no concerns that the Rural Centres policy could have detrimental impact with regard to the protected characteristics. | None | The proportion of people who have a faith which is non-Christian generally ranges from 0.1% to 1% in Wards across the Borough, although the town ward of Melton Craven has a higher proportion of 3.35%. Asfordby (0.1%), Bottesford (0.42%), Long Clawson and Stathern (0.46%) and Waltham on the Wolds (1.08%) are spread throughout the range. No comments have been received which suggest that the Rural Centres policy has a differential impact due to religious belief. |
| Racial Group | None | There are no concerns that the Rural Centres policy could have detrimental impact with regard to the protected characteristics. | None | The percentage of non-white residents in five of the six town wards ranges between 1.06 to 1.48%, whilst in Craven ward 4.13% of the population are non-White. The percentage of the population that are non-white at the |

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| | | | | wards containing the Rural Centres ranges from 0.53 to 0.99%. This compares with a non-white population of between 0.26 to 1.33% in the remainder of the rural wards. This is not considered to be a significant statistical difference in the context of the Rural Centres policy. No comments have been received which suggest that the Rural Centres policy has a differential impact due to racial group. |
| Sexual Orientation | None | There are no concerns that the Rural Centres policy could have detrimental impact with regard to the protected characteristics. No comments have been received which suggest that the Rural Centres policy has a differential impact due to sexual orientation. | None | No statistical evidence is available. No comments have been received which suggest that the development strategy has a differential impact on any of this group. |
| Transgender | None | There are no concerns that the Rural Centres policy could have detrimental impact with regard to the protected characteristics. No comments have been received which suggest that the Rural Centre policy has a differential impact due to trans-gender. | None | No statistical evidence is available. No comments have been received which suggest that the development strategy has a differential impact on any of this group. |
| Other protected | Focusing | There are no | None | No statistical evidence |

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| <p>groups (pregnancy & maternity, marriage & civil partnership)</p> | <p>development in sustainable locations should improve access to services benefitting some of these groups.</p> | <p>concerns that the Rural Centres policy could have detrimental impact with regard to the protected characteristics.</p> | | <p>available. No comments have been received which suggest that the development strategy has a differential impact on any of these groups.</p> |
| <p>Other socially excluded groups (low literacy, offenders, priority neighbourhoods, etc)</p> | <p>Focusing development in sustainable locations should improve access to services benefitting some of these groups.</p> | <p>There are no concerns that the Rural Centres policy could have detrimental impact with regard to the protected characteristics.</p> | <p>None</p> | <p>No statistical evidence is available. No comments have been received which suggest that the development strategy has a differential impact on any of these groups.</p> |
| <p>All</p> | <p>Improved access to services for the whole community.</p> | <p>None</p> | <p>None</p> | <p>None</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) | | | |
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| <u>Policy CS3</u> | <u>Sustainable Villages</u> | | | |
| <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 | Focusing development in sustainable locations should improve access to services for this group. | There are no concerns that the Sustainable Villages policy could have detrimental impact with regard to the protected characteristics. | None | No statistical evidence is available. No comments have been received which suggest that the Sustainable Villages policy has a differential impact due to age. |
| Disability (physical, visual, hearing, learning disability, mental health) | Focusing development in sustainable locations should improve access to services for this group. | There are no concerns that the Sustainable Villages policy could have detrimental impact with regard to the protected characteristics. | None | No statistical evidence is available. No comments have been received which suggest that the Sustainable Villages policy has a differential impact due to disability. |
| Gender / Sex | Lone parent families (a significantly larger proportion of which are women) would benefit from focusing development in sustainable locations, improving access to services for this group. | There are no concerns that the Sustainable Villages policy could have detrimental impact with regard to the protected characteristics. | None | No statistical evidence is available. No comments have been received which suggest that the Sustainable Villages policy has a differential impact due to gender. |
| Religious Belief | Focusing development in sustainable locations should improve access to facilities. | There are no concerns that the Sustainable Villages policy could have detrimental impact with regard to the protected characteristics. | None | No statistical evidence is available. No comments have been received which suggest that the Sustainable Villages policy has a differential impact due to religious belief. |
| Racial Group | None | There are no concerns that the Sustainable | None | The percentage of non-white residents in five of the six town wards |

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| | | Villages policy could have detrimental impact with regard to the protected characteristics. | | ranges between 1.06 to 1.48%, whilst in Craven ward 4.13% of the population are non-White. This is not considered to be a significant statistical difference in the context of the Sustainable Villages policy. No comments have been received which suggest that the Sustainable Villages policy has a differential impact due to racial group. |
| Sexual Orientation | None | There are no concerns that the Sustainable Villages policy could have detrimental impact with regard to the protected characteristics. | None | No statistical evidence is available. No comments have been received which suggest that the Sustainable Villages policy has a differential impact due to sexual orientation. |
| Transgender | None | There are no concerns that the Sustainable Villages policy could have detrimental impact with regard to the protected characteristics. | None | No statistical evidence is available. No comments have been received which suggest that the Sustainable Villages strategy has a differential impact due to trans-gender. |
| Other protected groups (pregnancy & maternity, marriage & civil partnership) | Focusing development in sustainable locations should improve access to services benefitting some of these groups. | There are no concerns that the Sustainable Villages policy could have detrimental impact with regard to the protected characteristics. | None | No statistical evidence is available. No comments have been received which suggest that the development strategy has a differential impact on any of these groups. |
| Other socially excluded groups (low literacy, offenders, priority neighbourhoods, etc) | Focusing development in sustainable locations should improve access to services benefitting some of these groups. | There are no concerns that the Sustainable Villages policy could have detrimental impact with regard to the protected characteristics. | None | No statistical evidence is available. No comments have been received which suggest that the development strategy has a differential impact on any of these groups. |
| All | Improved access to services for | None | None | None |

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| | the whole community. | | | |
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| | 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) | | | |
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| <u>Policy CS4</u> | <u>Making Efficient Use of Land</u> | | | |
| <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 | None | The policy for making efficient use of land will not have a significant impact on any of the equality strands/protected characteristics. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Disability (physical, visual, hearing, learning disability, mental health) | None | The policy for making efficient use of land will not have a not significant impact on any of the equality strands/ protected characteristics. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Gender / Sex | None | The policy for making efficient use of land will not have a significant impact on any of the equality strands/protected characteristics. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Religious Belief | None | The policy for making efficient use of land will not have a significant impact on any of the equality strands/ protected characteristics. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Racial Group | None | The policy for making efficient use of land will not have a significant impact on any of the equality strands/ protected characteristics. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |

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| Sexual Orientation | None | The policy for making efficient use of land will not have a significant impact on any of the equality strands/ protected characteristics. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Transgender | None | The policy for making efficient use of land will not have a significant impact on any of the equality strands/ protected characteristics. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Other protected groups (pregnancy & maternity, marriage & civil partnership) | None | The policy for making efficient use of land will not have a significant impact on any of the equality strands/ protected characteristics. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Other socially excluded groups (low literacy, offenders, priority neighbourhoods, etc) | None | The policy for making efficient use of land will not have a significant impact on any of the equality strands/protected characteristics. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| All | Re-using previously developed land will preserve greenfield sites and land of most environmental quality. | None | None | None |

| | 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) | | | |
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| <u>Policy CS5</u> | <u>Strategic Housing</u> | | | |
| <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 | The strategic housing policy makes direct reference to older people with regard to promoting accessible design and applying Lifetime Homes Standards, where appropriate, to ensure new dwellings are flexible and able to meet the housing needs of this section of society. | None | None | This policy will have a positive impact on older people by making a recommendation that housing delivery up until 2026 will incorporate accessible design and Lifetime Homes Standards, where appropriate. Lifetime Homes Standards mean that homes are adaptable to the needs of their occupants throughout their life course. No comments have been received which suggest that the strategy has a differential impact. |
| Disability (physical, visual, hearing, learning disability, mental health) | The Strategic Housing policy makes direct reference to people living with disabilities, with regard to promoting accessible design and applying Lifetime Homes Standards, where appropriate, to ensure new dwellings are flexible and able to meet the housing needs of this section of society. | None | None | This policy will have a positive impact on people living with disabilities because it makes a recommendation that housing delivery up until 2026 will incorporate accessible design and Lifetime Homes Standards, where appropriate. Lifetime Homes Standards mean that homes are adaptable to the needs of their occupants. No comments have been received which suggest that the strategy has a differential impact. |
| Gender / Sex | None | There are no concerns that the strategic housing policy could have a | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. |

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| | | differential impact with regard to gender. | | No comments have been received which suggest that the strategy has a differential impact. |
| Religious Belief | None | There are no concerns that the strategic housing policy could have a differential impact with regard to religious belief. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Racial Group | None | There are no concerns that the strategic housing policy could have a differential impact with regard to racial group. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Sexual Orientation | None | There are no concerns that the strategic housing policy could have a differential impact with regard to sexual orientation. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Transgender | None | There are no concerns that the strategic housing policy could have a differential impact with regard to transgender. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Other protected groups (pregnancy & maternity, marriage & civil partnership) | None | There are no concerns that the strategic housing policy could have a differential impact with regard to these or any other protected characteristics. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the development strategy has a differential impact on any of these groups. |
| Other socially excluded groups (low literacy, offenders, priority) | The strategic housing policy makes reference to seeking | There are no concerns that the strategic housing policy | None | There is no evidence to suggest that this policy will have a detrimental impact with regard to |

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| neighbourhoods, etc) | affordable housing contributions. The policy relates to the requirement to provide housing to eligible households whose incomes are not sufficient to meet their own needs through the market. The policy therefore only differentiates between households on the basis of income. | could have a differential impact with regard to socially excluded groups. | | this protected characteristic. The policy does not relate to the allocation of dwellings; however, as affordable housing is owned and managed by local authorities, registered social landlords or other suitably qualified bodies approved by the Council. Such organisations are required to implement allocation policies which will be subject to equality impact assessments in their own rights as well as meet Government guidance to ensure equality policies are met. No comments have been received which suggest that the development strategy has a differential impact on any of these groups. |
| All | <p>The strategic housing policy makes direct reference to promoting accessible design and applying Lifetime Homes Standards where appropriate to ensure new dwellings are flexible and able to meet the housing needs of a wide section of society. This policy will have a positive impact.</p> <p>The strategic housing policy also makes reference to the type and size of dwellings to be delivered over the planned</p> | None | None | <p>By definition Lifetime Homes Standards are about flexibility and adaptability, they are thoughtfully designed to create and encourage better living environments for everyone. From raising small children, to coping with illness or dealing with reduced mobility in later life. (Taken from www.lifetimehomes.org.uk)</p> <p>This policy will have a positive impact on all society by providing accommodation which is needed and by not exacerbating the current imbalance in the housing market in</p> |

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| | period, with specific regard to the local area requirements for housing and existing stock. | | | terms of property size. |
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| | <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>Policy CS6</u> | <u>Gypsies and Travellers</u> | | | |
| <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 | Focusing development in sustainable locations should improve access to services for this group. | There are no concerns that the policy for meeting the needs of Gypsies and Travellers could have a differential impact with regard to age. | None | The older Gypsies and Travellers report significantly poorer health status and higher levels of self-reported symptoms of ill health than other UK-residents; English speaking ethnic minorities and economically disadvantaged White UK residents. They are the least likely racial group to be in receipt of home based social care or residential care. Anxiety, depression and poor mental health indicators are higher than that of their age sex matched comparators. Self reported chest pain, respiratory problems, and arthritis were also more prevalent in the Gypsy and Traveller group although national statistics and associated prevention programmes do not pick up and address this group. Continued eviction may have an adverse affect on the older generations overall physical and mental health however <u>Inequalities experienced by Gypsy and Traveller communities: A review Cemlyn et al (2009)</u> found a need for further research in this area. They only highlighted issues in relation to |

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| | | | | age and accommodation in relation to the need for flexibility in existing site provision to adapt individual pitches to meet the needs of older Gypsies and Travellers and enable family members to reside or older people to move to provide and receive family support. These issues are important but do not directly relate to the preferred option policy. No comments have been received which suggest that the strategy has a differential impact. |
| Disability (physical, visual, hearing, learning disability, mental health) | Focusing development in sustainable locations should improve access to services for this group. | There are no concerns the policy for meeting the needs of Gypsies and Travellers could have a differential impact with regard to disability. | None | Cemlyn et al (2009) undertook searches of databases, journals and other websites which revealed little direct information about disability among Gypsies and Travellers (Cemlyn et al (2009)). No comments have been received which suggest that the strategy has a differential impact. |
| Gender / Sex | None | There are no concerns the policy for meeting the needs of Gypsies and Travellers could have a differential impact with regard to gender. | None | Cemlyn et al (2009) states that although the qualitative experiences of men and women may vary substantially with many women bearing an especially heavy burden in some aspects of their lives, the inequalities faced by Gypsies and Travellers in relation to accommodation are shared by both women and men. No comments have been received which suggest that the strategy has a differential impact. |
| Religious Belief | None | There are no concerns the policy for | None | Many Romany Gypsies and Irish Travellers are Christians and |

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| | | meeting the needs of Gypsies and Travellers could have a differential impact with regard to religious belief. | | members of Christian religious groups. Irish Travellers are usually Roman Catholics and a large number of Romany Gypsies are Born-again Christians. Cemlyn et al (2009) did not highlight any issues in relation to accommodation and religious beliefs of Gypsies and Travellers. No other statistical evidence is available. No comments have been received which suggest that the strategy has a differential impact. |
| Racial Group | This policy will provide accommodation to specifically meet the needs of Gypsies and Travellers and will consequently impact this group differently to others. However, this policy seeks to provide accommodation for Gypsies and Travellers, a provision not sufficiently met; therefore, having a positive impact for this group. | None | None | Gypsies and Irish Travellers are minority ethnic groups under the Race Relations Act 1976 as amended by the Race Relations Act 2000. Other groups of Gypsies, Travellers and Travelling Showpeople who may also benefit from site provision under the preferred option are not recognised in law as minority ethnic groups. Evidence exists to suggest that the implementation of a policy to provide accommodation specifically for Gypsies and Travellers may cause tensions with the existing settled community. There are numerous examples in the literature of sedentary communities mobilising to oppose Gypsy and Traveller sites or housed residents and to vilify their occupants found that a third of the population admitted to prejudice against Gypsies and Travellers (as cited in Cemlyn et al, 2009). No comments have been received which |

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| | | | | suggest that the strategy has a differential impact. |
| Sexual Orientation | None | There are no concerns the policy for meeting the needs of Gypsies and Travellers could have a differential impact with regard to sexual orientation. No comments have been received which suggest that the provision of accommodation for Gypsies and Travellers has a differential impact due to sexual orientation | None | Cemlyn et al (2009) found that no research on the subject of sexual orientation within Gypsy and Traveller communities in the UK or Ireland. No comments have been received which suggest that the strategy has a differential impact. |
| Transgender | None | There are no concerns the policy for meeting the needs of Gypsies and Travellers could have a differential impact with regard to transgender. No comments have been received which suggest that the provision of accommodation for Gypsies and Travellers has a differential impact due to trans-gender. | None | No statistical evidence is available. No comments have been received which suggest that the strategy has a differential impact. |
| Other protected groups (pregnancy & maternity, marriage & civil partnership) | None | There are no concerns the policy for meeting the needs of Gypsies and Travellers could have a | None | No statistical evidence is available. No comments have been received which suggest that the development strategy has a differential impact on any of these |

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| | | differential impact with regard to any other protected characteristic. | | groups. |
| Other socially excluded groups (low literacy, offenders, priority neighbourhoods, etc) | None | There are no concerns the policy for meeting the needs of Gypsies and Travellers could have a differential impact upon these groups. | None | No statistical evidence is available. A lack of ethnic monitoring means that research in this area can itself be problematic (Cemlyn et al; 2009). No comments have been received which suggest that the development strategy has a differential impact on any of these groups. |
| All | To enable Gypsies and Travellers and the settled community to live together peacefully. | None | None | None |

| | 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) | | | |
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| <u>Policy CS7</u> | <u>Employment and Economic Development</u> | | | |
| <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 | There will be no significant impact on any of the equality strands. | None | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Disability (physical, visual, hearing, learning disability, mental health) | There will be no significant impact on any of the equality strands. | None | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Gender / Sex | There will be no significant impact on any of the equality strands. | None | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Religious Belief | There will be no significant impact on any of the equality strands. | None | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Racial Group | There will be no significant impact on any of the equality strands. | None | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Sexual Orientation | There will be no significant impact on any of | None | None | There is no evidence to suggest that this policy will have a detrimental |

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| | the equality strands. | | | impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Transgender | There will be no significant impact on any of the equality strands. | None | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Other protected groups (pregnancy & maternity, marriage & civil partnership) | There will be no significant impact on any of the equality strands. | None | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Other socially excluded groups (low literacy, offenders, priority neighbourhoods, etc) | There will be no significant impact on any of the equality strands. | None | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| All | Meeting the economic needs of the Borough and it's residents should assist low income households in raising their standard of living. By promoting new working practices like live/work units or home working, the policy will support those who have a need or preference to work from home; for example, women with families or single parents. | None | None | None |

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| | 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>Policy CS8</u> | <u>Strategic Employment Land Provision</u> | | | |
| <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 | The strategic employment land provision policy will not have a significant impact on any of the equality strands/protected characteristics | None | None | No statistical evidence is available. No comments have been received which suggest that the amount of employment land planned for has a differential impact due to age. |
| Disability (physical, visual, hearing, learning disability, mental health) | The strategic employment land provision policy will not have a significant impact on any of the equality strands/protected characteristics | None | None | No statistical evidence is available. No comments have been received which suggest that the amount of employment land planned for has a differential impact due to disability. |
| Gender / Sex | The strategic employment land provision policy will not have a significant impact on any of the equality strands/protected characteristics | None | None | No statistical evidence is available. No comments have been received which suggest that the amount of employment land planned for has a differential impact due to gender. |
| Religious Belief | The strategic employment land provision policy will not have a significant impact on any of the equality strands/protected characteristics | None | None | No statistical evidence is available. No comments have been received which suggest that the amount of employment land has a differential impact due to religious belief. |
| Racial Group | The strategic employment land provision policy will not have a significant impact on any of the equality strands/protected characteristics | None | None | No statistical evidence is available. No comments have been received which suggest that the amount of employment land has a differential impact due to racial group. |
| Sexual Orientation | The strategic employment land | None | None | No statistical evidence is available. No |

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| | provision policy will not have a significant impact on any of the equality strands/protected characteristics | | | comments have been received which suggest that the amount of employment land planned for has a differential impact due to sexual orientation. |
| Transgender | The strategic employment land provision policy will not have a significant impact on any of the equality strands/protected characteristics | None | None | No statistical evidence is available. No comments have been received which suggest that the amount of employment land policy has a differential impact due to transgender. |
| Other protected groups (pregnancy & maternity, marriage & civil partnership) | The strategic employment land provision policy will not have a significant impact on any of the equality strands/protected characteristics | None | None | No statistical evidence is available. No comments have been received which suggest that the amount of employment land policy has a differential impact on other protected groups. |
| Other socially excluded groups (low literacy, offenders, priority neighbourhoods, etc) | The strategic employment land provision policy will not have a significant impact on any of the equality strands/protected characteristics | None | None | No statistical evidence is available. No comments have been received which suggest that the amount of employment land has a differential impact to a socially excluded group. |
| All | The policy will ensure that the economic needs of the Borough are met. | None | None | None |

| | 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) | | | |
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| <u>Policy CS9</u> | <u>Rural Economic Development</u> | | | |
| <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 | None | The rural economic development policy will have no significant impact on any of the equality strands. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Disability (physical, visual, hearing, learning disability, mental health) | None | The rural economic development policy will have no significant impact on any of the equality strands. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Gender / Sex | None | The rural economic development policy will have no significant impact on any of the equality strands. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Religious Belief | None | The rural economic development policy will have no significant impact on any of the equality strands. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Racial Group | None | The rural economic development policy will have no significant impact on any of the equality strands. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Sexual Orientation | None | The rural economic development | None | There is no evidence to suggest that this policy will have a detrimental |

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| | | policy will have no significant impact on any of the equality strands. | | impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Transgender | None | The rural economic development policy will have no significant impact on any of the equality strands. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Other protected groups (pregnancy & maternity, marriage & civil partnership) | None | The rural economic development policy will have no significant impact on any of the equality strands. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Other socially excluded groups (low literacy, offenders, priority neighbourhoods, etc) | None | The rural economic development policy will have no significant impact on any of the equality strands. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| All | The policy will support and regenerate the rural economy and assist members of our community who live in rural areas. By promoting new working practices like live/work or home working, the policy will support those who have a need or preference to work from home, for example, women with families or single parents. | None | None | None |

| | 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) | | | |
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| <u>Policy CS10</u> | <u>Sustainable Travel</u> | | | |
| <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 | An improvement in public transport services may assist this group in accessing facilities and services. | A policy for encouraging sustainable travel will not have a significant impact on any of the equality strands/ protected characteristics. | None | No comments received and no statistical evidence. |
| Disability (physical, visual, hearing, learning disability, mental health) | An improvement in public transport services may assist this group in accessing facilities and services. | A policy for encouraging sustainable travel will not have a differential impact on those with a physical disability. The policy seeks to encourage modes other than the private car. For those with a physical disability the private car may be the only suitable form of transport. However, this policy does not seek to eradicate or penalise use of the private car. | None | No comments received and no statistical evidence. |
| Gender / Sex | Lone parent families (a significantly larger proportion of which are women) may benefit from improving public transport and thus access for | A policy for encouraging sustainable travel will not have a significant impact on any of the equality strands/ protected | None | No comments received and no statistical evidence. |

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| | this group. | characteristics | | |
| Religious Belief | None | A policy for encouraging sustainable travel will not have a significant impact on any of the equality strands/ protected characteristics. | None | No comments received and no statistical evidence. |
| Racial Group | None | A policy for encouraging sustainable travel will not have a significant impact on any of the equality strands/ protected characteristics. | None | No comments received and no statistical evidence. |
| Sexual Orientation | None | A policy for encouraging sustainable travel will not have a significant impact on any of the equality strands/ protected characteristics. | None | No comments received and no statistical evidence. |
| Transgender | None | A policy for encouraging sustainable travel will not have a significant impact on any of the equality strands/ protected characteristics. | None | No comments received and no statistical evidence. |
| Other protected groups (pregnancy & maternity, marriage & civil partnership) | None | A policy for encouraging sustainable travel will not have a significant impact on any of the equality strands/ protected characteristics. | None | No comments received and no statistical evidence. |
| Other socially excluded groups (low literacy, | None | A policy for encouraging sustainable | None | No comments received and no statistical evidence. |

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| <p>offenders, priority neighbourhoods, etc)</p> | | <p>travel will not have a significant impact on any of the equality strands/ protected characteristics.</p> | | |
| <p>All</p> | <p>Encouraging modes of transport other than the private motor car may assist those groups unable to access a private motor vehicle in reaching services and facilities. It will also help reduce CO2 emissions, improve air quality, encourage healthy lifestyles and reduce traffic congestion.</p> | <p>None</p> | <p>None</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) | | | |
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| <u>Policy CS11</u> | <u>Strategic Road Infrastructure</u> | | | |
| <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 | None | There are no concerns that the strategic road infrastructure policy could have detrimental impact with regard to the protected characteristics. | None | No comments received and no statistical evidence. |
| Disability (physical, visual, hearing, learning disability, mental health) | None | There are no concerns that the strategic road infrastructure policy could have detrimental impact with regard to the protected characteristics. | None | No comments received and no statistical evidence. |
| Gender / Sex | None | There are no concerns that the strategic road infrastructure policy could have detrimental impact with regard to the protected characteristics. | None | No comments received and no statistical evidence. |
| Religious Belief | None | There are no concerns that the strategic road infrastructure policy could have detrimental impact with regard to the protected characteristics. | None | No comments received and no statistical evidence. |
| Racial Group | None | There are no concerns that the strategic road | None | No comments received and no statistical evidence. |

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| | | infrastructure policy could have detrimental impact with regard to the protected characteristics. | | |
| Sexual Orientation | None | There are no concerns that the strategic road infrastructure policy could have detrimental impact with regard to the protected characteristics. | None | No comments received and no statistical evidence. |
| Transgender | None | There are no concerns that the strategic road infrastructure policy could have detrimental impact with regard to the protected characteristics. | None | No comments received and no statistical evidence. |
| Other protected groups (pregnancy & maternity, marriage & civil partnership) | None | There are no concerns that the strategic road infrastructure policy could have detrimental impact with regard to the protected characteristics. | None | No comments received and no statistical evidence. |
| Other socially excluded groups (low literacy, offenders, priority neighbourhoods, etc) | None | There are no concerns that the strategic road infrastructure policy could have detrimental impact with regard to the protected characteristics. | None | No comments received and no statistical evidence. |
| All | The policy should improve access and reduce congestion around Melton. | None | None | None |

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| | <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>Policy CS12</u> | <u>Melton Mowbray Town Centre</u> | | | |
| <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 | Focusing development which attracts a large number of people in the town centre would improve access for this group. | There are no concerns that improving the town centre could have a differential impact due to age. | None | No comments received and no statistical evidence that age would influence the likelihood of benefitting from town centre improvement or the impact which would result. |
| Disability (physical, visual, hearing, learning disability, mental health) | Focusing development which attracts a large number of people in the town centre would improve access for this group. | There are no concerns that improving the town centre could have a differential impact due to disability. | None | No comments received and no statistical evidence that disability would influence the likelihood of benefitting from town centre improvement or the impact which would result. |
| Gender / Sex | Lone parent families (significantly larger proportion of which are women) would benefit from focusing development which attracts a large number of people in the town centre would improve access for this group. | There are no concerns that improving the town centre could have a differential impact due to gender. | None | No comments received and no statistical evidence that gender would influence the likelihood of benefitting from town centre improvement or the impact which would result. |
| Religious Belief | None | There are no concerns that improving the town centre could have a differential impact due to religious belief. | None | No comments received and no statistical evidence that religious belief would influence the likelihood of benefitting from town centre improvement or the impact which would result. |
| Racial Group | None | There are no concerns that improving the town centre | None | No comments received and no statistical evidence that racial group would influence |

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| | | could have a differential impact on racial groups | | the likelihood of benefitting from town centre improvement or the impact which would result. |
| Sexual Orientation | None | There are no concerns that improving the town centre could have a differential impact due to sexual orientation. | None | No comments received and no statistical evidence that sexual orientation would influence the likelihood of benefitting from town centre improvement or the impact which would result. |
| Transgender | None | There are no concerns that improving the town centre could have a differential impact due to being trans-gendered or transsexual | None | No comments received and no statistical evidence that being trans-gendered or transsexual would influence the likelihood of benefitting from town centre improvement or the impact which would result. |
| Other protected groups (pregnancy & maternity, marriage & civil partnership) | None | There are no concerns that improving the town centre could have a differential impact on any of these groups. | None | No comments received and no statistical evidence that being a member of any of this group would influence the likelihood of benefitting from town centre improvement or the impact which would result. |
| Other socially excluded groups (low literacy, offenders, priority neighbourhoods, etc) | None | There are no concerns that improving the town centre could have a differential impact due to these protected characteristics | None | No comments received and no statistical evidence that being a member of any of this group would influence the likelihood of benefitting from town centre improvement or the impact which would result. |
| All | Strengthening the role of the town centre would benefit the whole community. Focusing development which attracts a large number of people in the town centre would improve access for certain groups. | None | None | None |

| | 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) | | | |
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| <u>Policy CS13</u> | <u>Countryside</u> | | | |
| <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 | None | There are no concerns that the countryside policy could have a detrimental impact with regard to the protected characteristics. | None | 53.2% of the total population live in Melton Mowbray. 52% of people aged 65+ live in Melton Mowbray. This is not considered to be a significant statistical difference in the context of the countryside policy. No comments have been received which suggest that the countryside policy has a differential impact due to age. |
| Disability (physical, visual, hearing, learning disability, mental health) | None | There are no concerns that the countryside policy could have detrimental impact with regard to the protected characteristics. | None | No statistical evidence is available. No comments have been received which suggest that the countryside policy has a differential impact due to disability. |
| Gender / Sex | None | There are no concerns that the countryside policy could have detrimental impact with regard to the protected characteristics. | None | The gender split for the population in the rural area is 49.5% males to 50.5% females. Within the Melton Mowbray the gender split is 48.7% males to 51.3% females. This is not considered to be a significant statistical difference in the context of the policy. No comments have been received which suggest that the countryside policy has a differential impact due to gender. |
| Religious Belief | None | There are no concerns that the countryside policy could have detrimental | None | Approximately 0.5% of the rural population who have a faith are non-Christian (Census 2001). The |

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| | | impact with regard to the protected characteristics. | | corresponding figure for Melton Mowbray is 1.2% of the population. This is not considered to be a significant statistical difference in the context of the countryside policy. No comments have been received which suggest that the countryside policy has a differential impact due to religious belief. |
| Racial Group | None | There are no concerns that the countryside policy could have detrimental impact with regard to the protected characteristics. | None | 1.24% of Melton's population is classified as non-white. There is a concentration of this group in Craven ward where 4.13% of the population are non-White. 0.51% of Melton's population is classified as Asian or British Asian. There is a concentration of this group in Craven ward where 3.09% of the population are Asian or British Asian. 0.08% of Melton's population is classified as black or British Black- the lowest proportion in the region. There are no particular concentrations of this group. 0.18% of Melton's population is classified as Chinese or other ethnic group. There are no particular concentrations of this group. No comments have been received which suggest that the countryside policy has a differential impact due to racial group. |
| Sexual Orientation | None | There are no concerns that the countryside policy could have detrimental impact with regard to the protected characteristics. | None | No statistical evidence is available. No comments have been received which suggest that the countryside policy has a differential impact due to sexual orientation. |
| Transgender | None | There are no | None | No statistical evidence |

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| | | concerns that the countryside policy could have detrimental impact with regard to the protected characteristics. | | is available. No comments have been received which suggest that the countryside policy has a differential impact due to trans-gender. |
| Other protected groups (pregnancy & maternity, marriage & civil partnership) | None | There are no concerns that the countryside policy could have detrimental impact with regard to the protected characteristics. | None | No statistical evidence is available. No comments have been received which suggest that the strategy has a differential impact. |
| Other socially excluded groups (low literacy, offenders, priority neighbourhoods, etc) | None | There are no concerns that the countryside policy could have detrimental impact with regard to the protected characteristics. | None | No statistical evidence is available. No comments have been received which suggest that the strategy has a differential impact. |
| All | The countryside policy seeks to support and protect the countryside and the rural communities in Melton, this ensure the continued existence of the countryside and rural communities for both current and future generations. | None | None | None |

| | <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> | | | |
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| <u>Policy CS14</u> | <u>Biodiversity and Geodiversity</u> | | | |
| <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 | None | There are no concerns that the biodiversity and geodiversity policy could have detrimental impact with regard to the protected characteristics. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Disability (physical, visual, hearing, learning disability, mental health) | None | There are no concerns that the biodiversity and geodiversity policy could have detrimental impact with regard to the protected characteristics. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Gender / Sex | None | There are no concerns that the biodiversity and geodiversity policy could have detrimental impact with regard to the protected characteristics. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Religious Belief | None | There are no concerns that the biodiversity and geodiversity policy could have detrimental impact with regard to the protected characteristics. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Racial Group | None | There are no concerns that the biodiversity and geodiversity policy could have detrimental impact with regard to the | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a |

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| | | protected characteristics. | | differential impact. |
| Sexual Orientation | None | There are no concerns that the biodiversity and geodiversity policy could have detrimental impact with regard to the protected characteristics. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Transgender | None | There are no concerns that the biodiversity and geodiversity policy could have detrimental impact with regard to the protected characteristics. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Other protected groups (pregnancy & maternity, marriage & civil partnership) | None | There are no concerns that the biodiversity and geodiversity policy could have detrimental impact with regard to the protected characteristics. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Other socially excluded groups (low literacy, offenders, priority neighbourhoods, etc) | None | There are no concerns that the biodiversity and geodiversity policy could have detrimental impact with regard to the protected characteristics. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| All | The policy seeks to support and protect biodiversity and geodiversity within the Borough, and, preserve and enhance our most ecologically sensitive areas for the benefit of all. | There are no concerns that the biodiversity and geodiversity policy could have detrimental impact with regard to the protected characteristics. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |

| | <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> | | | |
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| <u>Policy CS15</u> | <u>Strategic Green Infrastructure</u> | | | |
| <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 | None | There are no concerns that the green infrastructure policy could have detrimental impact with regard to the protected characteristics. | None | There is no evidence to suggest that the green infrastructure policy has a differential impact due to age. No comments have been received which suggest that the strategy has a differential impact. |
| Disability (physical, visual, hearing, learning disability, mental health) | None | There are no concerns that the green infrastructure policy could have detrimental impact with regard to the protected characteristics. | None | There is no evidence to suggest that the green infrastructure policy has a differential impact due to disability. No comments have been received which suggest that the strategy has a differential impact. |
| Gender / Sex | None | There are no concerns that the green infrastructure policy could have detrimental impact with regard to the protected characteristics. | None | There is no evidence to suggest that the green infrastructure policy has a differential impact due to gender. No comments have been received which suggest that the strategy has a differential impact. |
| Religious Belief | None | There are no concerns that the green infrastructure policy could have detrimental impact with regard to the protected characteristics. | None | There is no evidence to suggest that the green infrastructure policy has a differential impact due to religious belief. No comments have been received which suggest that the strategy has a differential impact. |
| Racial Group | None | There are no concerns that the green infrastructure policy could have detrimental impact with regard to the | None | There is no evidence to suggest that the green infrastructure policy has a differential impact due to racial group. No comments have been received which suggest that the |

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| | | protected characteristics. | | strategy has a differential impact. |
| Sexual Orientation | None | There are no concerns that the green infrastructure policy could have detrimental impact with regard to the protected characteristics. | None | There is no evidence to suggest that the green infrastructure policy has a differential impact due to sexual orientation. No comments have been received which suggest that the strategy has a differential impact. |
| Transgender | None | There are no concerns that the green infrastructure policy could have detrimental impact with regard to the protected characteristics. | None | There is no evidence to suggest that the green infrastructure policy has a differential impact due to transgender. No comments have been received which suggest that the strategy has a differential impact. |
| Other protected groups (pregnancy & maternity, marriage & civil partnership) | None | There are no concerns that the green infrastructure policy could have detrimental impact with regard to the protected characteristics. | None | There is no evidence to suggest that the green infrastructure policy has a differential impact upon these groups. No comments have been received which suggest that the strategy has a differential impact. |
| Other socially excluded groups (low literacy, offenders, priority neighbourhoods, etc) | None | There are no concerns that the green infrastructure policy could have detrimental impact with regard to the protected characteristics. | None | There is no evidence to suggest that the green infrastructure policy has a differential impact upon these groups. No comments have been received which suggest that the strategy has a differential impact. |
| All | The policy will protect and enhance green infrastructure assets to provide recreational, environmental, visual and nature conservation sites for the benefit of the whole community. | None | None | None |

| | 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) | | | |
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| <u>Policy CS16</u> | Strategic Open Space | | | |
| <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 | None | There are no concerns that preservation, enhancement or provision of strategic open space (strategic open space policy) would have a detrimental effect with regard to age. | None | There is no evidence to suggest that the strategic open space policy has a differential impact. No comments have been received which suggest that the strategy has a differential impact due to age. |
| Disability (physical, visual, hearing, learning disability, mental health) | None | There are no concerns that preservation, enhancement or provision of strategic open space (strategic open space policy) would have a detrimental effect in terms of disability. | None | There is no evidence to suggest that the strategic open space policy has a differential impact due to disability. No comments have been received which suggest that the strategy has a differential impact. |
| Gender / Sex | None | There are no concerns that preservation, enhancement or provision of strategic open space (strategic open space policy) would have a differential impact due to gender, being of benefit to the whole community. | None | There is no evidence to suggest that the strategic open space policy has a differential impact due to gender. No comments have been received which suggest that the strategy has a differential impact. |
| Religious Belief | None | There are no concerns that preservation, enhancement or provision of strategic open | None | There is no evidence to suggest that the strategic open space policy has a differential impact due to religious belief. No |

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| | | space (strategic open space policy) would have a differential impact due to religious belief, being of benefit to the whole community. | | comments have been received which suggest that the strategy has a differential impact. |
| Racial Group | None | There are no concerns that preservation, enhancement or provision of strategic open space (strategic open space policy) would have a differential impact on racial groups, being of benefit to the whole community. | None | There is no evidence to suggest that the strategic open space policy has a differential impact due to racial group. No comments have been received which suggest that the strategy has a differential impact. |
| Sexual Orientation | None | There are no concerns that preservation, enhancement or provision of strategic open space (strategic open space policy) would have a differential impact due to sexual orientation, being of benefit to the whole community. | None | There is no evidence to suggest that the strategic open space policy has a differential impact due to sexual orientation. No comments have been received which suggest that the strategy has a differential impact. |
| Transgender | None | There are no concerns that preservation, enhancement or provision of strategic open space (strategic open space policy) would have a differential impact due to being transgendered or transsexual, being of benefit | None | There is no evidence to suggest that the strategic open space policy has a differential impact due to transgender. No comments have been received which suggest that the strategy has a differential impact. |

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| | | to the whole community. | | |
| Other protected groups (pregnancy & maternity, marriage & civil partnership) | None | There are no concerns that preservation, enhancement or provision of strategic open space (strategic open space policy) would have a differential impact due to these protected characteristics, being of benefit to the whole community. | None | There is no evidence to suggest that the strategic open space policy has a differential impact due to these or any protected characteristics. No comments have been received which suggest that the strategy has a differential impact. |
| Other socially excluded groups (low literacy, offenders, priority neighbourhoods, etc) | None | There are no concerns that preservation, enhancement or provision of strategic open space (strategic open space policy) would have a differential impact to any of these groups past, being of benefit to the whole community. | None | There is no evidence to suggest that the strategic open space policy has a differential impact upon these groups. No comments have been received which suggest that the strategy has a differential impact. |
| All | The open space policy seeks to ensure the needs of the whole community are met by making sufficient provision for formal and informal recreation. | None | None | None |

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| | 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>Policy C17 and C18</u> | Sports Pitches and Playing Fields and Indoor Sports and Recreation Facilities | | | |
| <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 | Any potential impact resulting is likely to be positive, eg the creation of childrens' play areas or, swimming pools for low impact exercise. However, care is needed to ensure facilities are not directed solely towards the young. Elderly groups can also benefit through low impact exercise. The benefit of projects could be assessed on an individual basis in accordance with Equalities Policy to ensure all age groups are adequately provided for. | None | None | There is no evidence to suggest that preservation, enhancement or provision of new sports and recreation facilities would have a detrimental effect in terms of age. No comments have been received which suggest that the strategy has a differential impact. |
| Disability (physical, visual, hearing, learning disability, mental health) | Any potential impact resulting is likely to be positive, for example facilities being used for rehabilitation programmes or to improve mobility following injury. | None | None | There is no evidence to suggest that preservation, enhancement or provision of new sports and recreation facilities would have a detrimental effect in terms of disability. No comments have been received which suggest that the strategy has a differential impact. |
| Gender / Sex | None | There are no concerns that preservation, enhancement or | None | There is no evidence that gender would influence the likelihood of benefitting from |

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| | | provision of new sports and recreation facilities could have a differential impact due to gender, being of benefit to the whole community. | | sports and recreation facilities or the impact which would result. No comments have been received which suggest that the strategy has a differential impact. |
| Religious Belief | None | There are no concerns that preservation, enhancement or provision of new sports and recreation facilities could have a differential impact due to religious belief, being of benefit to the whole community. | None | There is no evidence that religious belief would influence the likelihood of benefitting from sports and recreation facilities or the impact which would result. No comments have been received which suggest that the strategy has a differential impact. |
| Racial Group | None | There are no concerns that preservation, enhancement or provision of new sports and recreation facilities could have a differential impact on racial groups, being of benefit to the whole community. | None | There is no evidence that racial group would influence the likelihood of benefitting from sports and recreation facilities or the impact which would result. No comments have been received which suggest that the strategy has a differential impact. |
| Sexual Orientation | None | There are no concerns that preservation, enhancement or provision of new sports and recreation facilities could have a differential impact due to sexual orientation, being of benefit to the whole community. | None | There is no evidence that sexual orientation would influence the likelihood of benefitting from sports and recreation facilities or the impact which would result. No comments have been received which suggest that the strategy has a differential impact. |
| Transgender | None | There are no concerns that | None | There is no evidence that being trans- |

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| | | preservation, enhancement or provision of new sports and recreation facilities could have a differential impact due to being trans-gendered, being of benefit to the whole community. | | gendered or transsexual would influence the likelihood of benefitting from sports and recreation facilities or the impact which would result. No comments have been received which suggest that the strategy has a differential impact. |
| Other protected groups (pregnancy & maternity, marriage & civil partnership) | None | There are no concerns that preservation, enhancement or provision of new sports and recreation facilities could have a differential impact due to these protected characteristics, being of benefit to the whole community. | None | There is no evidence to suggest that preservation, enhancement or provision of new sports and recreation facilities would have a detrimental effect on any of these groups. No comments have been received which suggest that the strategy has a differential impact. |
| Other socially excluded groups (low literacy, offenders, priority neighbourhoods, etc) | None | There are no concerns that preservation, enhancement or provision of new sports and recreation facilities could have a differential impact to any of these groups, being of benefit to the whole community. | None | There is no evidence to suggest that the strategic open space policy has a differential impact upon these groups. No comments have been received which suggest that the strategy has a differential impact. |
| All | The policies seek to ensure the community's requirements for indoor and outdoor sports and recreation facilities are met. Different sports and recreation facilities would cater for different members of this group and as | None | None | None |

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| | such impact could be assessed on an individual basis. No comments have been received which suggest that the strategy has a differential impact. | | | |
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| | 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) | | | |
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| <u>Policy CS19</u> | <u>Sustainable Development and Construction</u> | | | |
| <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 | The sustainable development and construction policy will not have a significant impact on any of the equality strands/ protected characteristics. | None | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Disability (physical, visual, hearing, learning disability, mental health) | The sustainable development and construction policy will not have a significant impact on any of the equality strands/ protected characteristics | None | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Gender / Sex | The sustainable development and construction policy will not have a significant impact on any of the equality strands/ protected characteristics | None | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Religious Belief | The sustainable development and construction policy will not have a significant impact on any of the equality strands/ protected characteristics | None | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Racial Group | The sustainable development and construction policy will not have a significant impact on any of the equality strands/ protected characteristics | None | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Sexual Orientation | The sustainable development and construction policy | None | None | There is no evidence to suggest that this policy will have a detrimental |

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| | will not have a significant impact on any of the equality strands/ protected characteristics | | | impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Transgender | The sustainable development and construction policy will not have a significant impact on any of the equality strands/ protected characteristics | None | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Other protected groups (pregnancy & maternity, marriage & civil partnership) | The sustainable development and construction policy will not have a significant impact on any of the equality strands/ protected characteristics | None | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Other socially excluded groups (low literacy, offenders, priority neighbourhoods, etc) | The sustainable development and construction policy will not have a significant impact on any of the equality strands/ protected characteristics. | None | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| All | Policies for energy efficiency in new buildings would be of benefit to all the community. They could be expected to have minor positive impact on vulnerable groups. Improved energy efficiency within the future housing stock will contribute to reductions in fuel poverty. There are not expected to be any negative impacts. | None | None | None |

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| | <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>Policy CS20</u> | <u>Energy Supply</u> | | | |
| <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 | There will be no significant impact on any of the equality strands with regard to the energy supply policy. | None | None | There is no evidence to suggest and, no comments have been received, that this policy will have a detrimental impact to this protected characteristic. |
| Disability (physical, visual, hearing, learning disability, mental health) | There will be no significant impact on any of the equality strands with regard to the energy supply policy. | None | None | There is no evidence to suggest and, no comments have been received, that this policy will have a detrimental impact to this protected characteristic. |
| Gender / Sex | There will be no significant impact on any of the equality strands with regard to the energy supply policy. | None | None | There is no evidence to suggest and, no comments have been received, that this policy will have a detrimental impact to this protected characteristic. |
| Religious Belief | There will be no significant impact on any of the equality strands with regard to the energy supply policy. | None | None | There is no evidence to suggest and, no comments have been received, that this policy will have a detrimental impact to this protected characteristic. |
| Racial Group | There will be no significant impact on any of the equality strands with regard to the energy supply policy. | None | None | There is no evidence to suggest and, no comments have been received, that this policy will have a detrimental impact to this protected characteristic. |
| Sexual Orientation | There will be no significant impact on any of the equality strands with regard to the energy supply policy. | None | None | There is no evidence to suggest and, no comments have been received, that this policy will have a detrimental impact to this protected characteristic. |

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| Transgender | There will be no significant impact on any of the equality strands with regard to the energy supply policy. | None | None | There is no evidence to suggest and, no comments have been received, that this policy will have a detrimental impact to this protected characteristic. |
| Other protected groups (pregnancy & maternity, marriage & civil partnership) | There will be no significant impact on any of the equality strands with regard to the energy supply policy. | None | None | There is no evidence to suggest and, no comments have been received, that this policy will have a detrimental impact to this protected characteristic. |
| Other socially excluded groups (low literacy, offenders, priority neighbourhoods, etc) | There will be no significant impact on any of the equality strands with regard to the energy supply policy. | None | None | There is no evidence to suggest and, no comments have been received, that this policy will have a detrimental impact to this protected characteristic. |
| All | The policy will assist in the reduction of CO2 emissions from energy production and will contribute towards the Borough meeting it's own energy requirements. | None | None | None |

| | 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) | | | |
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| <u>Policy CS 21</u> | <u>Flood Risk</u> | | | |
| <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 | The age of an occupier could affect the speed of evacuation during a flooding event whilst the greater likelihood of occupying ground floor accommodation would incur a larger loss after flooding. Locating development on land at least risk of flooding will be beneficial to this group. | There are no concerns that avoiding development in areas at risk of flooding could have a detrimental impact due to age. | None | There is no evidence and no comments have been received to suggest that the flood risk policy has a differential impact on this group. |
| Disability (physical, visual, hearing, learning disability, mental health) | A disability could affect the speed of evacuation during a flooding event whilst the greater likelihood of occupying ground floor accommodation would incur a larger loss following flooding. Locating development on land at least risk of flooding will be beneficial to this group. | There are no concerns that avoiding development in areas at risk of flooding could have a detrimental impact due to disability. | None | There is no evidence and no comments have been received to suggest that the flood risk policy has a differential impact on this group. |
| Gender / Sex | Lone parent families (significantly larger proportion of which are women) at risk of flooding may suffer a disproportionate impact. | There are no concerns that avoiding development in areas at risk of flooding could have a detrimental impact due to gender. | None | There is no evidence and no comments have been received to suggest that the flood risk policy has a differential impact on this group. |

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| | Associated social and financial factors mean that the impact of flooding would have a greater impact on lone parent families; therefore, locating development on land at least risk of flooding will be beneficial to this group. | | | |
| Religious Belief | There are no concerns that avoiding development in areas at risk of flooding could have a differential impact due to their religious belief. | None | None | There is no evidence and no comments have been received to suggest that the flood risk policy has a differential impact due to religious belief. |
| Racial Group | There are no concerns that avoiding development in areas at risk of flooding could have a differential impact on racial groups. | None | None | There is no evidence and no comments have been received to suggest that the flood risk policy has a differential impact due to racial group. |
| Sexual Orientation | There are no concerns that avoiding development in areas at risk of flooding could have a differential impact due to sexual orientation. | None | None | There is no evidence and no comments have been received to suggest that the flood risk policy has a differential impact due to sexual orientation. |
| Transgender | There are no concerns that avoiding development in areas at risk of flooding could have a differential impact due to trans-gender | None | None | There is no evidence and no comments have been received to suggest that the flood risk policy has a differential impact due to trans-gender. |
| Other protected | There are no | None | None | There is no evidence |

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| <p>groups (pregnancy & maternity, marriage & civil partnership)</p> | <p>concerns that avoiding development in areas at risk of flooding could have a differential impact to the other protected groups</p> | | | <p>and no comments have been received to suggest that the flood risk policy has a differential impact due to these or any other protected characteristics.</p> |
| <p>Other socially excluded groups (low literacy, offenders, priority neighbourhoods, etc)</p> | <p>There are no concerns that avoiding development in areas at risk of flooding could have a differential impact on any of these groups.</p> | <p>None</p> | <p>None</p> | <p>There is no evidence and no comments have been received to suggest that the flood risk policy has a differential impact on these groups.</p> |
| <p>All</p> | <p>The location of development away from areas at risk of flooding will be of benefit to the whole community. Social and financial factors mean that the impact of flooding would have a greater impact on lower income households; therefore, locating development on land at least risk of flooding will be beneficial to this group as well as other, less mobile groups.</p> | <p>None</p> | <p>None</p> | <p>None</p> |

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| | <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>Policy C22</u> | <u>Better Design</u> | | | |
| <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 | <p>The use of Building for Life design criteria, which are based upon inclusive design principles, will ensure that development reflects the diversity of people who use it.</p> <p>It is likely that the use of inclusive design criteria would ensure that the needs of various age groups are taken into account. For example, public space which is designed to include shady, secure seating will benefit older people whilst estates designed with safe places for young people to congregate, designed with their participation, can help reduce intergenerational conflict.</p> | <p>There are no concerns that the design policy could have a detrimental impact due to age.</p> | None | <p>There is no evidence to suggest that ensuring new development is of high quality, inclusive design would have a detrimental impact due to age. No comments have been received which suggest that the better design policy would have a detrimental impact due to age.</p> |
| Disability (physical, visual, hearing, learning disability, mental health) | <p>The use of Building for Life design criteria, which are based upon inclusive design principles, will ensure that development reflects the diversity of</p> | <p>There are no concerns that the design policy could have a detrimental impact on this group.</p> | None | <p>There is no evidence to suggest that ensuring new development is of high quality, inclusive design would have a detrimental impact due to disability</p> <p>No comments have been received which suggest that the better design policy would</p> |

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| | <p>people who use it.</p> <p>It is likely that the use of inclusive design criteria would ensure that the needs of various disabled groups are taken into account. For example, homes could be designed to Lifetime Homes standards which use wheelchair accessibility as the benchmark for a good space requirement.</p> | | | <p>have a detrimental impact due to disability.</p> |
| Gender / Sex | <p>Any potential impact resulting is likely to be positive as inclusive design seeks to ensure that development will work for as many people as possible, not just some groups to the exclusion of others. The use of Building for Life design criteria, which are based upon inclusive design principles, will ensure that development reflects the diversity of people who use it.</p> <p>It is likely that the use of inclusive design criteria would ensure that the needs of gender groups are taken into account. For example, a well-lit development with clear sight lines can feel</p> | <p>There are no concerns that the design policy could have a detrimental impact on this group.</p> | <p>None</p> | <p>There is no evidence to suggest that ensuring new development is of high quality, inclusive design would have a detrimental impact in terms of gender</p> <p>No comments have been received which suggest that the better design policy would have a detrimental impact due to a person's gender.</p> |

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| | safer for women as well as the elderly. | | | |
| Religious Belief | <p>The use of Building for Life design criteria, which are based upon inclusive design principles, will ensure that development reflects the diversity of people who use it.</p> <p>It is likely that the use of inclusive design criteria would ensure that a range of religious beliefs are taken into account. For example, places can be designed to take into account changing uses and demands such as a minority religious requirement for a space for prayer and washing facilities or number of rooms.</p> | There are no concerns that the design policy could have a detrimental impact on this group. | None | There is no evidence to suggest that ensuring new development is of high quality, inclusive design would have a detrimental impact due to religious belief. No comments have been received which suggest that the better design policy would have a detrimental impact due to religious belief. |
| Racial Group | Any potential impact resulting is likely to be positive as inclusive design seeks to ensure that development will work for as many people as possible, not just some groups to the exclusion of others. | There are no concerns that the design policy could have a detrimental impact on this group. | None | There is no evidence to suggest that ensuring new development is of high quality, inclusive design would have a detrimental impact on any ethnic group. No comments have been received which suggest that the better design policy would have a detrimental impact due to racial group. |
| Sexual Orientation | The use of Building for Life design criteria, which are based upon inclusive design principles, will | There are no concerns that the design policy could have a detrimental impact on this | None | There is no evidence to suggest that ensuring new development is of high quality, inclusive design would have a detrimental impact due |

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| | <p>ensure that development reflects the diversity of people who use it.</p> <p>It is likely that the use of inclusive design criteria would ensure that sexual orientation is taken into account. For example, where public space is designed to feel more welcoming, discouraging harassment and violence through overlooking from surrounding buildings and unrestricted visibility, people can express themselves comfortably.</p> | group. | | <p>to sexual orientation. No comments have been received which suggest that the better design policy would have a detrimental impact due to sexual orientation.</p> |
| Transgender | <p>Any potential impact resulting is likely to be positive as inclusive design seeks to ensure that development will work for as many people as possible, not just some groups to the exclusion of others.</p> | <p>There are no concerns that the design policy could have a detrimental impact on this group.</p> | None | <p>There is no evidence to suggest that ensuring new development is of high quality, inclusive design would have a detrimental impact due to transgender. No comments have been received which suggest that the better design policy would have a detrimental impact due to transgender.</p> |
| Other protected groups (pregnancy & maternity, marriage & civil partnership) | None | <p>There are no concerns that the design policy could have a detrimental impact upon these groups.</p> | None | <p>There is no evidence to suggest that ensuring new development is of high quality, inclusive design would have a detrimental impact due to these protected characteristics. No comments have been received which suggest that the better design policy would have a detrimental impact due to these or any other protected characteristics.</p> |

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| <p>Other socially excluded groups (low literacy, offenders, priority neighbourhoods, etc)</p> | <p>The use of Building for Life design criteria, which are based upon inclusive design principles, will ensure that development reflects the diversity of people who use it.</p> | <p>There are no concerns that the design policy could have a detrimental impact upon these groups.</p> | | <p>There is no evidence to suggest that ensuring new development is of high quality, inclusive design would have a detrimental impact due on any of these groups. No comments have been received which suggest that the better design policy would have a detrimental impact upon these groups.</p> |
| <p>All</p> | <p>The introduction of inclusive design standards would result in a positive experience for all groups involved. Good design should reflect the diversity of the people who use it and not impose barriers of any kind.</p> | <p>None</p> | <p>None</p> | <p>None</p> |

| | <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>Policy CS23</u> | Melton Mowbray Sustainable Urban Extension | | | |
| <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 | <p>The Sustainable Urban Extension Policy will make a significant contribution towards meeting housing need by 2026. The policy will ensure that the dwellings are flexible and able to meet the housing needs of the population at various stages of life and as such will have a positive impact (See EIA CS5 Strategic Housing). The SUE seeks to provide a primary school with dual use community and recreational facilities. This will have a positive impact by offering primary school aged children more choice in schooling.</p> | <p>There are no concerns that the sustainable urban extension policy could have a detrimental impact on these groups.</p> | None | <p>There is no evidence to suggest that any other aspect of this policy will have a differential impact with regard to age. No comments have been received which suggest that the policy would have a detrimental impact.</p> |
| Disability (physical, visual, hearing, learning disability, mental health) | <p>The Sustainable Urban Extension Policy seeks to make a significant contribution towards meeting housing need by 2026. The policy will ensure that the dwellings are flexible and able to meet the</p> | <p>There are no concerns that the sustainable urban extension policy could have a detrimental impact on these groups.</p> | None | <p>There is no evidence to suggest this policy will have a differential impact due to disability. No comments have been received which suggest that the policy would have a detrimental impact.</p> |

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| | housing needs of this section of society and as such will have a positive impact (See EIA CS5 Strategic Housing). | | | |
| Gender / Sex | None | There are no concerns that the sustainable urban extension policy could have a detrimental impact on these groups. | None | There is no evidence to suggest this policy will have a differential impact due to gender. No comments have been received which suggest that the policy would have a detrimental impact. |
| Religious Belief | None | There are no concerns that the sustainable urban extension policy could have a detrimental impact on these groups. | None | There is no evidence to suggest this policy will have a differential impact due to religious belief. No comments have been received which suggest that the policy would have a detrimental impact. |
| Racial Group | The Sustainable Urban Extension Policy seeks to provide a gypsy and travellers accommodation as described in policy CS6 (See EIA CS6 Gypsies and Travellers) | There are no concerns that the sustainable urban extension policy could have a detrimental impact of this nature | None | There is no evidence to suggest this policy will have a differential impact due to racial group. No comments have been received which suggest that the policy would have a detrimental impact. |
| Sexual Orientation | None | There are no concerns that the sustainable urban extension policy could have a detrimental impact on these groups. | None | There is no evidence to suggest this policy will have a differential impact due to sexual orientation. No comments have been received which suggest that the policy would have a detrimental impact. |
| Transgender | None | There are no concerns that the sustainable urban extension policy could have a detrimental impact on these groups. | None | There is no evidence to suggest this policy will have a differential impact due to transgender. No comments have been received which suggest that the policy would have a detrimental impact. |

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| <p>Other protected groups (pregnancy & maternity, marriage & civil partnership)</p> | None | There are no concerns that the sustainable urban extension policy could have a detrimental impact on these groups. | None | There is no evidence to suggest this policy will have a differential impact due to any other protected characteristics. No comments have been received which suggest that the policy would have a detrimental impact. |
| <p>Other socially excluded groups (low literacy, offenders, priority neighbourhoods, etc)</p> | None | There are no concerns that the sustainable urban extension policy could have a detrimental impact on these groups. | None | There is no evidence to suggest this policy will have a differential impact on any of these groups. No comments have been received which suggest that the policy would have a detrimental impact. |
| <p>All</p> | This policy will have a positive impact by ensuring that a significant number of houses required in the Borough will be safe, accessible and user-friendly. (See EIA CS5 Strategic Housing). This policy will also seek to make contributions towards road infrastructure for the benefit of the majority. | None | None | None |

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| | <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>Policy CS24</u> | <u>Melton Mowbray Employment Growth Area</u> | | | |
| <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 | The Melton Mowbray Employment Growth Areas policy will not have a significant impact on any of the equality strands/protected characteristics. | None | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Disability (physical, visual, hearing, learning disability, mental health) | The Melton Mowbray Employment Growth Areas policy will not have a significant impact on any of the equality strands/protected characteristics. | None | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Gender / Sex | The Melton Mowbray Employment Growth Areas policy will not have a significant impact on any of the equality strands/protected characteristics. | None | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Religious Belief | The Melton Mowbray Employment Growth Areas policy will not have a significant impact on any of the equality strands/protected characteristics. | None | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Racial Group | The Melton Mowbray Employment Growth Areas policy will not have a significant impact on any of the equality | None | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a |

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| | strands/protected characteristics. | | | differential impact. |
| Sexual Orientation | The Melton Mowbray Employment Growth Areas policy will not have a significant impact on any of the equality strands/protected characteristics. | None | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Transgender | The Melton Mowbray Employment Growth Areas policy will not have a significant impact on any of the equality strands/protected characteristics. | None | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Other protected groups (pregnancy & maternity, marriage & civil partnership) | The Melton Mowbray Employment Growth Areas policy will not have a significant impact on any of the equality strands/protected characteristics. | None | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Other socially excluded groups (low literacy, offenders, priority neighbourhoods, etc) | The Melton Mowbray Employment Growth Areas policy will not have a significant impact on any of the equality strands/protected characteristics. | None | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| All | The policy will encourage economic growth within the local area and increase employment opportunities. It will have a positive impact by ensuring that the major employment growth area in the Borough is safe, accessible and user-friendly. This policy will also seek to make | None | None | None |

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| | contributions towards road infrastructure for the benefit of the majority. | | | |
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| | 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>Policy CS25</u> | <u>Delivering Infrastructure</u> | | | |
| <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 | None | The policy for delivering infrastructure will have no significant detrimental impact on any of the equality strands. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Disability (physical, visual, hearing, learning disability, mental health) | None | The policy for delivering infrastructure will have no significant detrimental impact on any of the equality strands. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Gender / Sex | None | The policy for delivering infrastructure will have no significant detrimental impact on any of the equality strands. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Religious Belief | None | The policy for delivering infrastructure will have no significant detrimental impact on any of the equality strands. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Racial Group | None | The policy for delivering infrastructure will have no significant detrimental impact on any of the equality strands. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Sexual Orientation | None | The policy for delivering | None | There is no evidence to suggest that this policy |

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| | | infrastructure will have no significant detrimental impact on any of the equality strands. | | will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Transgender | None | The policy for delivering infrastructure will have no significant detrimental impact on any of the equality strands. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Other protected groups (pregnancy & maternity, marriage & civil partnership) | None | The policy for delivering infrastructure will have no significant detrimental impact on any of the equality strands. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| Other socially excluded groups (low literacy, offenders, priority neighbourhoods, etc) | None | The policy for delivering infrastructure will have no significant detrimental impact on any of the equality strands. | None | There is no evidence to suggest that this policy will have a detrimental impact to this protected characteristic. No comments have been received which suggest that the strategy has a differential impact. |
| All | This policy will have a positive impact by ensuring that the direct, local impact of development proposals will have been mitigated through development contributions. | None | None | None |

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 |
| 2B | To carry out equalities monitoring alongside future public consultation events. | Samantha Fern | Alongside Core Strategy consultation process |
| 4 | Undertake monitoring through the Melton Annual Monitoring Report to determine the outcome of policies and their impact. | Paul Gilding | Annually |
| | | | |

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) | X | The EIA will be available in electronic and paper format. The action plan for this EIA will be overseen by the Equalities Steering Group. |
| Externally (service users, stakeholders etc) | X | This group will be informed at committee and other meetings. Also the EIA will be available in electronic and paper format. |
| Others | | |
| To ensure ease of access, what other communication needs/concerns are there? | | The EIA will be available in a variety of formats including large print, braille and a translation service can be sought, in accordance with the authority's policy on publication of documents. |

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](#))

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|------------------------------|
| Please delete as appropriate |
|------------------------------|

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| 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](#)