

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

Background

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

Legislation - Equality duty

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

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

For the following protected characteristics:

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

What is prohibited?

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

Title of the policy	Fairmead Regeneration project/Masterplan/Prospectus & Business Plan
Is it new or exiting?	New Regeneration Project
Date	9 March 2012
Officer undertaking EIA	H Rai
Who else is involved in undertaking this assessment?	

1. Overview of policy/function being assessed

<p>A. Outline: What is the purpose of this policy? (specify aims and objectives)</p> <p>The Fairmead regeneration project has been developed to tackle a range of issues affecting the estate, either due to its physical characteristics and environmental landscape.</p> <p>There are a number of features the project seeks to address and offers:</p> <ul style="list-style-type: none"> • Better connectivity • New Homes • Better security • More manageable Homes/Gardens • Improved Accessibility •
<p>B. What specific groups is the policy designed to affect/impact?</p> <p>The project positively affects everyone who lives on the Estate.</p>
<p>C. Which groups have been consulted as part of the creation or review of the policy?</p> <p>The masterplan and prospectus & Business Plan highlight significant consultation throughout the development of the plan, with a wide range of opportunities for residents to comment and influence final solutions.</p> <p>They have included:</p> <ul style="list-style-type: none"> • Surveys • Door to Door • Residents meetings • On line • Feedback sheets • Open days

2. What we already know and where there are gaps

<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: Neighbourhood profile/consultation</p> <p>Religion: Not known</p> <p>Sexual Orientation: Not Known</p> <p>Disability: Neighbourhood profile/Consultation</p> <p>Age: Neighbourhood profile/consultation</p>

Gender: Neighbourhood profile/demographic data/Consultation

Transgender: Not Known

Other (Civil partnerships/marriage, pregnancy and maternity, offenders, priority neighbourhoods):

B. What does this information/data tell you about diverse groups? If you do not hold or have access to any data/information on certain/all diverse groups, what do you need to begin collating/monitoring? (please list)

The Fairmead Estate, is a priority neighbourhood, and details from neighbourhood profiles indicate similar trends in regards to diverse groups as other neighbouring Town estate, especially the Egerton Estate and parts of South Melton.

No one significant group has been identified, the homes are mainly occupied by families with young children, whereas the flats on Drummond Walk, do have elderly residents, there is a mix of single tenants.

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

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

There has been significant consultation in preparing the masterplan and prospectus & Business Plan, which has not identified any particular group for further consultation.

However, further consultation on an individual basis will be undertaken following approval of the masterplan which will address individual differing needs when they arise.

4. Assessing the impacts

In light of any data/consultation/information and your own knowledge and awareness, please identify whether the policy has a positive or negative on the groups specified and whether there is evidence of discrimination. Provide an explanation for your decisions. (please refer to the general duties on the front page)				
<u>Diversity Groups</u>	<u>Positive impacts</u> Intentional / Unintentional	<u>Negative impacts</u> Intentional / Unintentional	Is there evidence of direct/indirect discrimination?	<u>Comments/explanation</u> Use data to evidence
Age	Intentional			One of the key features of the plan are around improved accessibility, this includes being able to park near your home, which will assist in regards to connectivity and security. The introduction of a

				spine road improves movement for both the pedestrian and car user
Disability (physical, visual, hearing, learning disability, mental health)	Intentional			As above currently some car parks are some distance from related homes, the plan will address this, which positively impact will people with disabilities.
Gender / Sex			No	
Religious Belief			No	
Racial Group			No	
Sexual Orientation			No	
Transgender			No	
Other protected groups (pregnancy & maternity, marriage & civil partnership)				
Other socially excluded groups (low literacy, offenders, priority neighbourhoods, etc)	Intentional			Fairmead is a priority neighbourhood and the regeneration project will seek to tackle a wide range of Social, Economic and environmental issues. Not just a housing project as the infrastructure and improved community facilities will enhance the lives of residents on the Estate, increase the supply of much needed housing.
All				

5. Action Plan

Please include any identified concerns/actions/issues in this action plan: <i>The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan</i>			
Question Number (Ref)	Action	Responsible Officer	Target Date
3	Progress of the Project will include 1-1 consultation with all affected residents; this will enable the ability to address any differing needs.	H Rai	2012-2014
	This EIA will go through the check and challenge group who will progress sections 7 & * as appropriate.	H Rai	June 1012

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

	Who needs to know (Please tick)	How they will be informed (we have a legal duty to publish EIA's)
Internally (employees & EIA Scrutiny group)	Employees/Check and challenge group	EIA will be published and forwarded to the check and challenge group
Externally (service users, stakeholders etc)	Residents of Fairmead	EIA will be published on the website
Others		
To ensure ease of access, what other communication needs/concerns are there?		

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

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

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

Please delete as appropriate
I agree / disagree with this assessment
If <i>disagree</i> , state action/s required, reasons and details of who is to carry them out with timescales:
Signed (third tier manager):
Date:

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