

## **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.

<b>Title of the policy</b>	Economic Development Strategy
<b>Is it new or exiting?</b>	New
<b>Date</b>	20/08/12
<b>Officer undertaking EIA</b>	
<b>Who else is involved in undertaking this assessment?</b>	-

## 1. Overview of policy/function being assessed

<b>A. Outline: What is the purpose of this policy? (specify aims and objectives)</b>
The Economic Development Strategy provides a framework for partners from all sectors- public, private, voluntary and community- to respond to the economic challenges facing Melton.
<b>B. What specific groups is the policy designed to affect/impact?</b>
All groups are affected are by this policy
<b>C. Which groups have been consulted as part of the creation or review of the policy?</b>
The draft Strategy has been available on the council's website for 6 weeks, for comments. It has been approved as a draft by the Melton Community Partnership It has also been sent directly to the delivery groups supporting the MCP:  Decent Place to live Vulnerable Adults group Melton Mowbray BID Safer Communities Partnership Locality based Partnership

## 2. What we already know and where there are gaps

<b>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.</b>
Ethnicity: Demographic Profiles  Religion: N/Known  Sexual Orientation: N/Known  Disability: Demographic Profiles  Age: 2011 Census  Gender: 2011 census  Transgender: N/Known  Other (Civil partnerships/marriage, pregnancy and maternity, offenders, priority neighbourhoods):  This strategy has been developed from a robust evidence base, which has been used to identify the key economic issues currently faced by Melton. It outlines local actions to tackle local issues,

set within a wider strategic framework, the successful delivery of which will support the sustainable growth & development of Melton's local economy in line with the Melton Core Strategy.

**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)**

- Within Melton there has been an increase of 2500 people, with a current population of 50,400, making it the 7th smallest Borough in England and Wales by population.
- Melton has had an increase in older population, with an estimation of 3000 more people 55 and older than in 2001.  
  
As the baby boomers approach retirement age this trend is likely to continue.
- Melton has 24,700 men and 25,700 women living the Borough. Up to 74 years of age males and female are approximately equal, and after that we see a steeper decline in the number of males.
- The data shows a decline in the number of young in the Borough from the age of 0-20 years old.
- People between 20-40 years old appear to be leaving the Borough, as we see a dip in the statistics.
- Melton has an estimation of 21,500 households occupied in the Borough

The vulnerable groups are spread throughout the Borough, with pockets of higher levels of deprivation in Melton's Priority Neighbourhoods.

**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.**

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#### 4. Assessing the impacts

	<b>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)</b>			
<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
<b>Age</b>	Clear Actions have been identified to tackle worklessness, skills and NEET	No		
<b>Disability</b> (physical, visual, hearing, learning disability, mental health )	Actions supporting the strategy include working with partners to improve opportunities for people with learning disabilities	No		
<b>Gender / Sex</b>		No		
<b>Religious Belief</b>		No		
<b>Racial Group</b>		No		
<b>Sexual Orientation</b>		No		
<b>Transgender</b>		No		
<b>Other protected groups</b> (pregnancy & maternity, marriage & civil partnership)		No		
<b>Other socially excluded groups</b> (low literacy, offenders, priority neighbourhoods, etc)	Actions within the strategy include targeted projects within priority neighbourhoods			
<b>All</b>				

## 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
4	Monitor the effectiveness of the strategy against milestones		Annual every April

## 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)
<b>Internally (employees &amp; EIA Scrutiny group)</b>	Communities & Neighbourhoods	Attached to the report
<b>Externally (service users, stakeholders etc)</b>	Melton Community partnership and associated Delivery groups.	Attached to the report
<b>Others</b>		
<b>To ensure ease of access, what other communication needs/concerns are there?</b>		

## 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