



**Equality Impact Assessment (EIA) Form**  
**'Knowing you 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>	Community Centre Assistants
<b>Is it new or exiting?</b>	New
<b>Date</b>	16/01/12
<b>Officer undertaking EIA</b>	R Browne
<b>Who else is involved in undertaking this assessment?</b>	L Keeley, K Parkinson

## 1. Overview of policy/function being assessed

<b>A. Outline: What is the purpose of this policy? (specify aims and objectives)</b>
The proposed policy is aimed at ensuring efficient support is given to the Children's and Community Centre's that Melton Borough Council own and manage. It is also to ensure the community are also given robust services to meet their needs.
<b>B. What specific groups is the policy designed to affect/impact?</b>
The policy will affect mainly those living in Melton Mowbray however the centre's are available for use by all residents living in the Borough of Melton. The main positive impact will be for residents living in Egerton, Fairmead and South Melton. The new arrangements are seen to be a way to further improve services to our whole community.
<b>C. Which groups have been consulted as part of the creation or review of the policy?</b>
Consultation has been carried out with the Management Committee for the Centre's and local resident groups.

## 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>
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Ethnicity: Demographic Profiles

Religion:

Sexual Orientation:

Disability: Demographic Profiles

Age: Demographic Profiles

Gender: Demographic Profiles

Transgender:

Other (Civil partnerships/marriage, pregnancy and maternity, offenders, priority neighbourhoods):  
Priority Neighbourhood Profiles, Expected Birth/Birth data, Offender data, crime data, Sure Start Data.

**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 Borough as a whole looks to be quite affluent however there are large pockets of deprivation and poverty in priority areas of Melton Mowbray and in various locations throughout our villages. The Children's Centre's have been located in areas where services provided through the Centre's are most needed. The aim of the Centre's is to reduce gaps in living standards, education, employment and Health. Large amounts of data are held which are used to commission services for those who most need support and advice.

**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.**

No

**4. Assessing the impacts**

	<p><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></p>			
<u>Diversity Groups</u>	<u>Positive impacts</u> Intentional / Unintentional	<u>Negative impacts</u> Intentional / Unintentional	Is there evidence of direct/indirect discrimination?	<u>Comments/explanation</u> Use data to evidence
<b>Age</b>	Intentional		No	Mixed population ages of older people, families and children. Services shaped in consultation with residents.
<b>Disability</b> (physical, visual, hearing, learning disability, mental health )	Intentional		No	There is a large number of elderly disabled and residents with complex needs including mental health issues living in the areas. Centres are set up to deliver services for these groups.
<b>Gender / Sex</b>	Intentional		NO	Access is available to all gender/sexs
<b>Religious Belief</b>				
<b>Racial Group</b>				
<b>Sexual Orientation</b>				
<b>Transgender</b>				
<b>Other protected groups</b> (pregnancy & maternity, marriage & civil partnership)	Intentional		NO	Low income, poor education and large retirement age population living in these areas. Pregnant women and fathers

				also access services
<b>Other socially excluded groups</b> (low literacy, offenders, priority neighbourhoods, etc)	Intentional		NO	Centres are set up to deliver services to improve educational attainment, work with offenders and they focus on priority neighbourhoods.
<b>All</b>				

## 5. Action Plan

<b>Please include any identified concerns/actions/issues in this action plan:</b> <i>The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan</i>			
Question Number (Ref)	Action	Responsible Officer	Target Date

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

	Who needs to know (Please tick)	How they will be informed (we have a legal duty to publish EIA's)
<b>Internally (employees &amp; EIA Scrutiny group)</b>	*	
<b>Externally (service users, stakeholders etc)</b>		
<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
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I agree 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): H Rai
Date:
18 /01/12

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](#)