

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	Community Garden Project
Is it new or existing?	New
Date	03/09/2012
Officer undertaking EIA	Emma Trahearn
Who else is involved in undertaking this assessment?	Grow Your Own Melton Raman Selvon

1. Overview of policy/function being assessed

<p>A. Outline: What is the purpose of this policy? (specify aims and objectives)</p> <p>A group of Melton residents who want to change unused local land into a space where vegetables can be grown for people in the community. The aim is to transform the land so it is usable, to be able to educate families, groups and children on where vegetables come from and demonstrate ways to cooked and used the produce. Each person who contributes their time to project is able to take away what they put into it.</p>
<p>B. What specific group/s is the policy designed to affect/impact?</p> <p>This project is designed for all to be able to participate in the project, ages, genders, religions, disabilities and those most in need.</p> <p>Those families who are struggling with the cost of their food shopping can come and grow on the site so that they are able to use what little money they have on other essential things for their family. They also plan to help educate school classes and other local community groups on the food we grow and what can be done with it.</p>
<p>C. Which groups have been consulted as part of the creation or review of the policy?</p> <p>The group have been very proactive in making other residents aware of the project. This has been achieved through:</p> <ul style="list-style-type: none"> • Community Forums • Melton Times • Twitter and other social medias <p>The group has been in contact with the Council, Environment Team, Legal Services and Ward Councillors.</p> <p>Other organisations have been the voluntary and community sector (The Source, Princes Trust)</p> <p>There has been door knocking in the area where the site is to be.</p>

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>
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Allotments are difficult to come by with such high demand for them, and not everyone has a garden to be able to grow vegetables so this gives those people the opportunity to grow their own produce.

Data from the Source we are seeing an increase in food parcels being handed out therefore this project may support those most in need.

Project such as Eat Well Waste Less are identifying the need to supporting those who are living off minimum wage or struggling on benefits, and this project will support those groups, families and individuals.

There is no existing community garden.

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 group will keep track of the individuals, families, groups using the garden to grow their own vegetables.

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.

The group have contacted a number of agencies/groups to understand the needs of different sectors of the community:

- The Source
- Melton Learning Hub
- Friend of the Country Park
- Schools

The group will be continually consulting with groups, some of which they are getting in contact with will be:

- Princes Trust
- Access Groups

4. Assessing the impacts

<p>In light of any data/consultation/information and your own knowledge and awareness, please identify whether the policy has a positive or negative on the groups specified and whether there is evidence of discrimination. Provide an explanation for your decisions. (please refer to the general duties on the front page)</p>				
<u>Diversity Groups</u>	<u>Positive impacts</u> Intentional / Unintentional	<u>Negative impacts</u> Intentional / Unintentional	Is there evidence of direct/indirect discrimination?	<u>Comments/explanation</u> Use data to evidence

Age	<p>This project will support both young and old residents to become involved.</p> <p>Chance of intergenerational work and the sharing of skills between ages</p> <p>All ages may be able to participate in the project</p>	None	No	No comment
Disability (physical, visual, hearing, learning disability, mental health)	<p>The group will be making sure that access to all is available. There will be a wheelchair ramp and suitable access path for those whom are less able.</p> <p>There will be raised beds for residents with disabilities to access.</p>	None	No	More consultation with other groups required
Gender / Sex	Open to any gender or sex	None	No	No comments
Religious Belief	This project is open to participants from all faiths and religions	None	No	No comments
Racial Group	This project is open to participants from any racial group	None	No	No comments
Sexual Orientation	As above	None	No	No comments
Transgender	As above	None	No	No comments
Other protected groups (pregnancy & maternity, marriage & civil partnership)	This project is open to participants from any and all protected groups	None	No	No comments
Other socially excluded groups (low literacy, offenders, priority neighbourhoods, etc)	This project is open to participants from all social groups including socially excluded groups	None	No	No comments

	as the project intends to support and encourage participation from all those keen to take part including those who may clearly benefit most from the experience and from learning to garden and grow food gaining skills & knowledge that will enable them to help themselves			
All	This project is very inclusive and open to all parties/groups/individuals.			The community garden will need to be treated with respect and health and safety to be considered as all times.

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
	Paths / Access should be DDA compliant	R Selvon	monthly

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

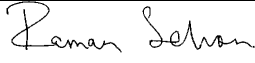
	Who needs to know (Please tick)	How they will be informed (we have a legal duty to publish EIA's)
Internally (employees & EIA Scrutiny group)	Communities and Neighbourhoods	Key officers have been including in conversations from the beginning.
Externally (service users, stakeholders etc)	Local communities Friends of the Country Park, Melton in Bloom, Melton Learning Hub, VCS, Resident groups	Local media (Melton Times), Community Forums, Twitter. Individual contact from the group. Attend meetings they may have.
Others		

To ensure ease of access, what other communication needs/concerns are there?		
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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): H Rai
Date: 4 September 2012

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

Please delete as appropriate
I agree 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: 04/09/12

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