

# **Melton Mowbray Distributor Road**

## **Equality and Human Rights Impact Assessment Screening Report**

# Melton Mowbray Distributor Road

## Equality and Human Rights Impact Assessment Final Screening Report

November 2017

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## Document Control

*The Project Manager is responsible for production of this document, based on the contributions made by his/her team existing at each Stage.*

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## Approvals

*The Project SRO is accountable for the content of this document*

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## SCHEDULE OF REVISIONS

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### Revisions Issued Since Publication

Report Revision Number	Revision Date	Comments
1D	08/06/2017	Internal Review
RA	27/06/2017	For submission to LCC for review and comments
F	17/07/2017	Final
2D	29/09/2017	Draft update including change of title and references from Equalities Impact Assessment (EqIA) to EHRIA (Equalities and Human Rights Impact Assessment). Also references to NMU surveys, public consultation and completion of EHRIA screening report.
F	17/11/2017	Final screening report taking into account comments from Rob Howard at LCC

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## 1 Introduction

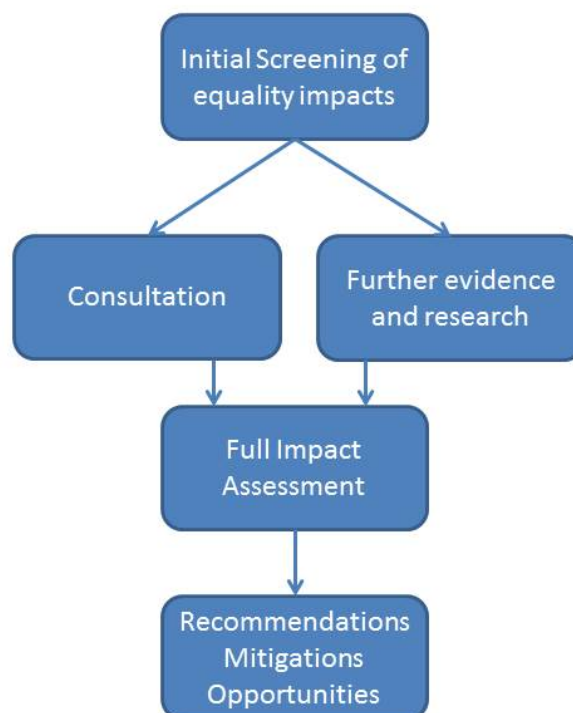
### 1.1 Background to the proposed scheme

- 1.1.1 The Melton Mowbray Distributor Road scheme (the 'proposed scheme') is a major highway scheme to the north and east of Melton Mowbray consisting of a new single carriageway road. It extends from the A606 Nottingham Road to the A606 Burton Road, crossing Scalford Road, Melton Spinney Road, A607 Thorpe Road and B676 Saxby Road.
- 1.1.2 The main objectives of the proposed scheme are to enable the delivery of housing and employment to the north and south of the Melton Mowbray and relieve traffic congestion in the town. The key economic benefits are to unlock up to 5,000 homes and 31 hectares (ha) of employment which could mean 22% growth for the local economy and an additional £102m on gross value added (GVA) per annum. The proposed scheme's wider benefits are to improve air quality, improve safety and provide a more pleasant town centre environment.

### 1.2 Purpose of the assessment

- 1.2.1 Leicestershire County Council (LCC) has a legal obligation in the exercise of its functions, to have due regard to fulfilling its duty under the Equality Act 2010 and the associated Public Sector Equality Duty (Section 149 of this Act). LCC is also required to ensure that it is acting in a way which is compatible with the Convention rights set out in the Human Rights Act 1998.
- 1.2.2 An Equality and Human Rights Impact Assessment (EHRIA) provides a methodical approach to assessing impacts of a new scheme on a particular community or group of people to ensure that duties under the Equality Act 2010 and Human Rights Act 1998 are being met. It is undertaken to identify any potential impacts (negative or positive) of a project, plan or policy and provides potential recommendations and mitigations to reduce barriers and detrimental effects of the scheme on affected groups.

**Figure 1 – EHRIA Process**



- 1.2.3 **Figure 1** shows the process required for an EHRIA. An initial screening of impacts for the proposed scheme was undertaken in June 2017 to support the scoping stage of the Environmental Impact Assessment process. This identified whether or not the potential impacts of the proposed scheme are likely to disproportionately or differentially affect groups with protected characteristics under the Equality Act 2010. The screening includes a review of local policy, baseline demographic data and an initial assessment of key impacts to determine the next steps for the assessment process.
- 1.2.4 This report provides an update to the June 2017 EHRIA screening report taking into account additional activities that have taken place in the development of the scheme. These include:
- Revisions to route options 1 and 2;
  - Public consultation and exhibition on the recommended route; and
  - Findings of preliminary surveys.
- 1.2.5 This screening also incorporates an assessment of the compatibility of the proposed scheme with the Human Rights Act 1998.

## 2 Summary of Relevant Policy

### 2.1 Equality Act 2010 and Public Sector Equality Duty

2.1.1 The Equality Act 2010 legally protects people from discrimination both in the workplace and in wider society. It replaces previous anti-discrimination laws which include the Sex Discrimination Act 1975, Race Relations Act 1976 and the Disability Discrimination Act 1995. The Act ensures that individuals with certain 'protected characteristics' are not indirectly or directly discriminated against. The protected characteristics include:

- **Age:** this refers to persons defined by either a particular age or a range of ages;
- **Disability:** a disabled person is defined as someone who has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities;
- **Gender reassignment:** this refers to people who are proposing to undergo, are undergoing, or have undergone a process for the purpose of reassigning their gender identity;
- **Marriage and civil partnership:** marriage can be between a man and a woman or between two people of the same sex. Same-sex couples can also have a civil partnership. Civil partners must not be treated less favourably than married couples;
- **Pregnancy and maternity:** pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth;
- **Race:** the Equality Act 2010 defines race as encompassing colour, nationality (including citizenship) and ethnic or national origins;
- **Religion or belief:** religion means any religion a person follows. Belief means any religious or philosophical belief, and includes those people who have no formal religion or belief;
- **Sex:** this refers to a man or to a woman or a group of people of the same sex, while gender refers to the wider social roles and relationships that structure men's and women's, boys' and girls' lives;
- **Sexual orientation:** a person's sexual orientation relates to their emotional, physical and/or sexual attraction and the expression of that attraction.
- **Socio-economic status:** a person's socio-economic status referring to combined economic and sociological measure of a person's work experience and economic and social position in relation to others, based on income, education, and occupation.

2.1.2 LCC also assesses additional equality and humans rights impacts associated with rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, and deprived or disadvantaged communities.

2.1.3 Under the Equality Act 2010 there is an obligation for a public authority to have regard to the Public Sector Equality Duty (the Duty), which is set out in section 149 of that Act. The Duty requires public bodies to have due regard to the need to:

- Eliminate unlawful discrimination (direct and indirect);
- Advance equality of opportunity; and
- Foster good relations between those with a protected characteristic and all others.

2.1.4 The Equality Act 2010 explains that the second aim (advancing equality of opportunity) involves, in particular, having due regard to the need to: remove or minimise disadvantages affecting people due to their protected characteristics; take steps to meet the needs of people with certain protected characteristics where these are different from the needs of other

people; and encourage people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

## 2.2 Human Rights Act 1998

2.2.1 Human rights are the basic rights and freedoms that belong to everyone and have evolved over many centuries. The Human Rights Act was introduced into UK Law in 1998 and includes basic rights listed under the European Convention on Human Rights.

2.2.1 Public authorities have an obligation to act in accordance with the Convention and Protocols within the Human Rights Act. LCC understands the importance of valuing human rights and is committed to ensuring that the human rights of individuals are maintained and respected. As a public authority LCC assess any human rights implications of new and significantly changed policies, procedures, functions and services and also consider opportunities to promote or protect any of the relevant human rights within the EHRIA process.

### Leicestershire County Council - Equality and Diversity Strategy (2016 -2020)<sup>1</sup>

2.2.2 LCC is committed to delivering equality of opportunity in employment and services by creating a culture, where regardless of background and experience, people feel valued and appreciated. It is also devoted to making sure that anyone who access services will be treated fairly and without discrimination while reassuring that discrimination on the grounds of any of the protected characteristics will not be tolerated.

2.2.3 Leicestershire Equality Policy Statement opposes all forms of unlawful and unfair discrimination and has mechanisms in place to combat all forms of discrimination, share good practice and develop procedures and policies with partners to fulfil the aim of this policy. The Council carries out EHRIAs, as a standard practice, to assess the impact the provision of services will have on different sections of the community.

2.2.4 LCC's vision for Leicestershire is to lead "by working with our communities for the benefit of everyone" includes a number of strategies that focus mainly on three key priorities: developing and supporting a diverse workforce, providing inclusive services and fostering inclusion and cohesiveness within the community.

### Other relevant policy documents

2.2.5 Other relevant policies include:

- **Draft Melton Local Plan<sup>2</sup>**: sets out the strategic direction of the borough for the next 20 years. It shapes the actions and commitments on economic growth, infrastructure, homes, health and climate change that will contribute to the sustainable development of Melton Borough;
- **Leicestershire Local Transport Plan 3 (LTP3)<sup>3</sup>**: sets out the vision, policies and strategies to deliver integrated transport infrastructure across the county. Priorities are to deliver economic and social outcomes that will enable people to reach a wide range of services and facilities providing opportunities to access training and jobs whilst underpinning sustainable, safe and healthy communities;
- **Melton Local Plan (Issues and Options) Sustainability Appraisal Report Incorporating Equalities Impact Assessment<sup>4</sup>**;

<sup>1</sup> Leicestershire County Council (2017) Equality Strategy 2016-2020 [Online] Available: <https://www.leicestershire.gov.uk/sites/default/files/field/pdf/2017/1/30/equality-strategy2016-2020.pdf>

<sup>2</sup> Melton Borough Council (2017) Pre Submission Draft Plan, Nov 2016 [Online ], Available: [https://docs.wixstatic.com/ugd/a14863\\_4a865bfde4f8498abaa80111f86ef0ac.pdf](https://docs.wixstatic.com/ugd/a14863_4a865bfde4f8498abaa80111f86ef0ac.pdf)

<sup>3</sup> Leicestershire County Council (2017) Leicestershire Local Transport Plan 3 [Online], Available: [https://www.leicestershire.gov.uk/sites/default/files/field/pdf/2017/1/9/Local\\_transport\\_plan.pdf](https://www.leicestershire.gov.uk/sites/default/files/field/pdf/2017/1/9/Local_transport_plan.pdf)

<sup>4</sup> Melton Borough Council (2017) Sustainability Appraisal Report [Online], Available: [https://docs.wixstatic.com/ugd/a14863\\_f1711603a6b54da99d97214eb75dccc7d.pdf](https://docs.wixstatic.com/ugd/a14863_f1711603a6b54da99d97214eb75dccc7d.pdf)



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- **Leicester and Leicestershire Enterprise Partnership - Strategic Economic Plan (2014- 2020)<sup>5</sup>; and**
  - **Leicestershire Market Towns Research Final Report<sup>6</sup>.**

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<sup>5</sup> Leicester and Leicestershire Enterprise Partnership (2017) Strategic Economic Plan [Online], Available: <https://www.llep.org.uk/key-documents/sep-full-document/>

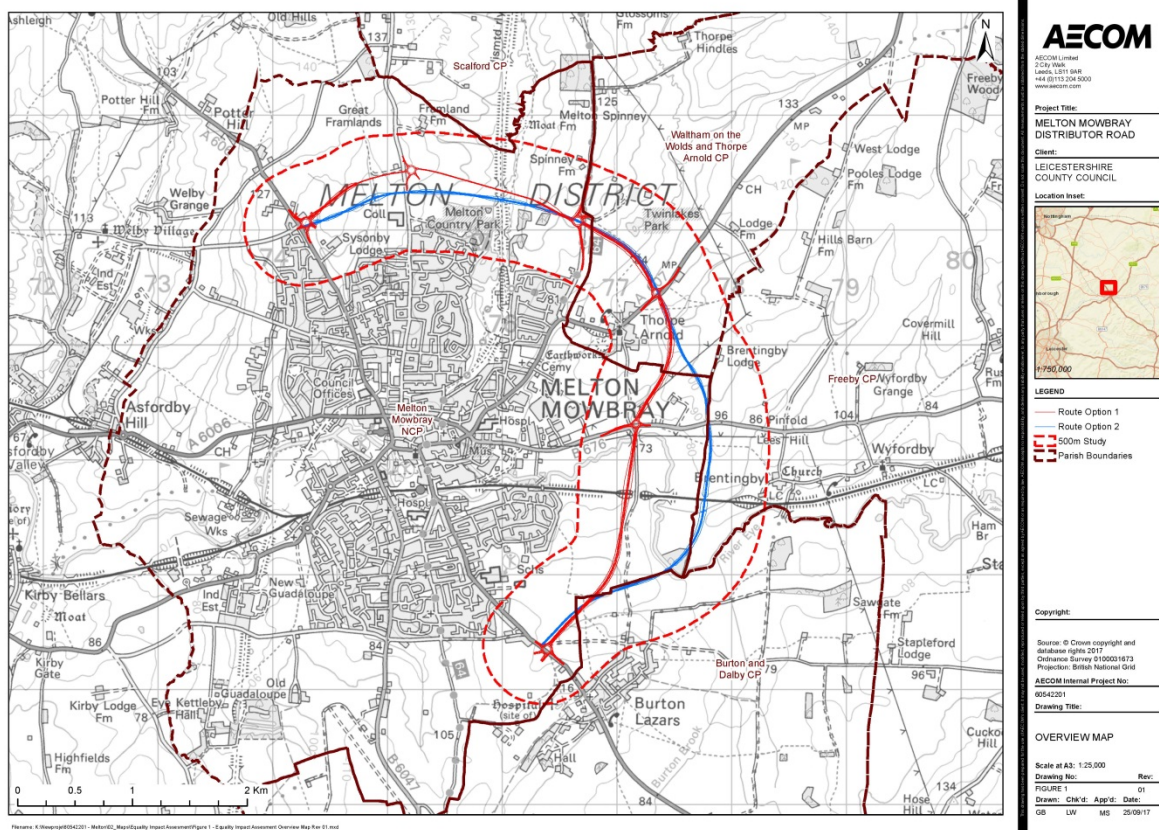
<sup>6</sup> Leicestershire Market Towns Research- Final Report (2017) [Online] Available: <https://www.llep.org.uk/wp-content/uploads/2016/08/Market-Towns-Study-August-2016.pdf>

### 3 The Study Area

#### 3.1 Introduction

- 3.1.1 Melton Borough is a local government district located in the north-east of Leicestershire. It is a predominantly rural area with a population of 50,376 (Census 2011).
- 3.1.2 Melton Mowbray is a market town and the borough's largest settlement. It has a population of 27,000 people (half of the borough's population) and plays a key economic and social function locally and regionally. The predominant role of Melton Mowbray is recognised within the Melton Draft Local Plan which highlights the need to assist in enhancing its infrastructure and service provision. The majority of the retail, leisure, services and employment activities take place in the town and 65% of the borough housing allocation will be delivered in sustainable extensions to the north and south of Melton Mowbray over the next 20 years.
- 3.1.3 The area of study chosen for this screening report comprises the entirety of Melton District (including Melton Mowbray Town Centre) and Waltham on the Wolds and Thorpe Arnold CP as this is the area where most of the proposed scheme's impacts are likely to be experienced. It is envisaged that impacts outside of this area are likely to be negligible. Figure 2 provides an overview of the route options, 500m study area and parish boundaries.

**Figure 2 - Study Area**



### 3.2 Baseline Socio-demographic Data

3.2.1 Table 1 provides an overview of the socio-demographic profile of the study area in relation to groups with protected characteristics and other groups associated with equalities issues.

**Table 1 - Socio-demographic overview**

Protected Characteristic	Study Area
<b>Ethnicity and Nationality</b>	<p>According to Census 2011, Melton Borough has a predominantly white population (97%), higher than the rates for Leicestershire and England and Wales. The remaining 3% are composed of ethnic minorities (Asian, Mixed, Black and Other ethnic backgrounds).</p> <p>The percentage of people that are UK nationals is 94% (of which 97% are from England and the other 3% are from Scotland, Wales and Northern Ireland). Of the remaining 6%, 4% come from the EU (of which 50% are Polish and the remaining 50% are from other nationalities). In comparison, the overall England and Wales population make up shows that UK nationals are 87% of the total, of which 92% are from England.</p> <p>In Melton Borough, 58% of National Insurance registrations issued to overseas adults (NINo<sup>7</sup>) entering the UK for the year to March 2017, come from EU<sup>8</sup> countries. It is anticipated that the majority of these registrations are of Polish background, given the fact that it is the largest ethnic minority group established in the borough with nearly 600 residents.</p>
<b>Gender</b>	51% of the population is female and 49% of the population is male (Census 2011).
<b>Age</b>	<p>In terms of age, 30% of people are under 24 years old, 53% are between 25 to 64 years old and 18% are 65 years old and over. These figures are very similar to regional and national averages. However, according to the LCC Equality Strategy (2013-2016), the number of people over 65 has increased by 21% over the past ten years and those over 85 have increased by 39%. This is a trend that is likely to continue as a result of an ageing population and a higher life expectancy.</p> <p>Furthermore, 11% of the economic active population are retired (Census 2011)</p>
<b>Economic Activity</b>	According to 2011 Census, 50% of the Melton Mowbray population are in full or part-time employment or self-employed, 11% are retired, 2% are unemployed and another 2% are in full-time education. The retired population is 1% higher than the national estimates.
<b>Disability, Health and Care</b>	7% of the population reported having a disability that significantly affects their day-to-day activities. An additional 10% stated that their disability or health issue had a minor effect on their day-to-day activities. (Census 2011)
<b>Married and Civil Partnership</b>	Almost half of the population (49%) are married or in a registered same-sex civil partnership. This is two points higher than the national average (47%) but three points lower than Leicestershire (52%). On the other hand, 10% of the population are divorced and 8% widowed. Singles account for 30% of the population, while 3% are separated.

<sup>7</sup> National Insurance Number Allocations <https://www.gov.uk/government/statistics/national-insurance-number-allocations-to-adult-overseas-nationals-to-march-2017>

<sup>8</sup> EU8: Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia, Slovenia

<b>Religion and Belief</b>	In the 2011 Census, 68% of Melton Mowbray residents stated that they have a religion. This religious population was largely Christian (98%). The remaining 2% is made up of Hindus, Buddhist, Sikh and Jewish. 26% stated they had no religion.
<b>Deprived and Disadvantaged Communities</b>	<p>Melton Borough is among the 40% least deprived districts in England, being ranked 236 out of 354 nationally. Although the region has favourable scores, there are pockets of deprivation in and around Melton Mowbray ranking between 10% and 30% of the most deprived neighbourhoods in the country. These areas are mainly towards the north and south of the town centre boundary.</p> <p>Deprivation in these areas is mainly associated with the following domains:</p> <ul style="list-style-type: none"> <li>• Income affecting both children and the elderly;</li> <li>• Education, training and skills; employment; and</li> <li>• Living environment.</li> </ul> <p>Another key indicator from the Melton Local Plan Health Impact Assessment (July 2017) shows that the number of statutory homeless households (per 1,000 households) was significantly worse in Melton (4.2) than the national figure (2.4).</p>
<b>Health Inequalities</b>	The rural region of Melton Borough has a life expectancy of 81 and 83 years old for men and women, respectively. The national average is similar to the women's life expectancy. The gap in life expectancy in the most deprived areas is 6 years for men and 3 years for women. According to the Melton Local Plan Health Impact Assessment (2016), this finding is considered a "significant inequality" in life and healthy life expectancy across the borough <sup>9</sup> .
<b>Rural Isolation</b>	In the rural areas neighbouring Melton Mowbray, deprivation is widespread. This is commonly associated with barriers to housing and services, with many Super Output Areas ranking in the 10% most deprived nationally <sup>10</sup> .
<b>Asylum Seekers/Refugees</b>	The Government will take in an additional 20,000 Syrians over the next five years across the country. Of these MBC will house and support approximately 50 over the same period. These refugees will come from camps close to the Syrian border.

<sup>9</sup> Melton Local Plan Health Impact Assessment July 2016, (2017) [online], Available: <http://www.melton.gov.uk/downloads/file/3326/mbcwp4>

<sup>10</sup> <http://opendatacommunities.org/doc/geography/administration/nmd/E07000133>

## **4 Equality Issues**

### **4.1 Equality Issues and priorities**

- 4.1.1 The policy review and baseline data collection undertaken for this screening assessment have been used to define a set of key equality priorities. These will be used as a framework for which to assess potential equality impacts of the proposed scheme. The equality priorities are described in the following paragraphs.

#### **Access to Housing**

- 4.1.2 Melton has a high rate of homeless households with 4.2 per 1000 households homeless compared with the national figure of 2.4. To ensure that the housing stock meets the needs of different types of people today and in the future, new development needs to encompass the ability to support other services that are at risk such as schools and public transport, supply enough 'right type' of new housing to support first time buyers, young families and lower incomes to move into or continue to reside within the borough.

#### **Transport and accessibility**

- 4.1.3 Melton Mowbray experiences high volumes of traffic relative to its road network capacity and expected for a town of its size. The Local Transport Plan states that the town is 'partially severed' and adversely affecting local businesses and people to carry out daily activities and the attractiveness of the town to visitors. Traffic growth and congestion has led to rising carbon emissions having a negative impact on the environment, particularly in Melton Mowbray.
- 4.1.4 Melton Borough is primarily a rural area with dispersed villages. It has limited public transport services which has increased the need to rely on the use of privately own vehicles.
- 4.1.5 There is a need to overcome these issues, so that the adverse effects on the environment, the economy and communities do not become worse and levels of services can be maintained. For instance, to maintain journey time reliability, reduce congestion in the town centre and enhance the vitality and viability of Melton Mowbray.

#### **Living environment, health and wellbeing**

- 4.1.6 The Local Plan will result in the loss of open and green space. Therefore careful planning must be arranged to ensure the balance between urban areas and green spaces is met.
- 4.1.7 Measures to reduce traffic in the town centre could potentially impact the health and wellbeing of people living and using the city centre. The provision of well-connected paths to encourage the use of cycling and walking into town could contribute to increased health and wellbeing.
- 4.1.8 The borough has a predominantly ageing population; therefore the council has a pressing need to assess the need and demand for services to target this specific demographic group.

#### **Community cohesion**

- 4.1.9 The Melton Draft Local Plan sets out policies to promote social cohesion and support the development of community facilities, reduce poverty, crime and social deprivation and secure economic inclusion.
- 4.1.10 An examination of population trends in the Draft Local Plan shows that the percentage of residents aged between 15 and 44 years old in Melton Mowbray is lower than for Leicestershire and national percentages. Whilst younger people are migrating for opportunities elsewhere, older people are moving to the area to seek retirement homes.

#### **Access to jobs, education and training**

- 4.1.11 It is necessary to ensure the provision of employment and training opportunities in addition to support new business formation to diversify the economy.
- 4.1.12 The Melton Draft Plan identifies key strategic issues in this area. Employers are experiencing difficulties recruiting low skilled and low paid positions. In addition to this, most of the working

age population is in work and wages are not considered high enough to encourage people from other areas to travel to work in the borough.

## **4.2 Potential Equality Impacts**

- 4.2.1 Table 2 lists the potential impacts of the proposed scheme under each of the key equality priority areas. An initial screening has been undertaken to identify whether each impact is likely to have a differential or disproportionate effect on each of the protected characteristic groups.
- 4.2.2 An assessment has been made as to whether the effect will be positive or negative which in turn provides a justification as to whether the impact and its effect on groups with protected characteristics should be scoped in or out of the full assessment.
- 4.2.3 Finally, the table provides details of further evidence for use in the full impact assessment to enable a clear final assessment of the equality impacts of the proposed scheme.

**Table 2 – Potential Equality Impacts of Proposed Scheme**

Potential impact of proposed scheme	Potential differential or disproportionate effects on groups with protected characteristics										Direction and type of Impact	Scoped in or Scoped Out	Further evidence required
	Age	Sex	Ethnicity	Religion	Disability	Sexual Orientation	Gender Reassignment	Pregnancy/maternity	Socio-economic status	Marriage/ Civil Partnership			
<b>Access to housing</b>													
Enabling of residential development which will potentially create opportunities for affordable homes									x		Residual impact of the proposed scheme, providing potential <b>positive</b> impacts if affordable homes are developed as a result of the proposed scheme.	Melton Mowbray has a higher than national average rate of homeless households and also has a high level of deprivation in terms housing and services in more rural areas of the borough. Providing affordable housing advances equality of opportunity for people with lower incomes and therefore this issue is <b>scoped in.</b>	<ul style="list-style-type: none"> <li>Further information on types of housing to be provided where available, on proposed development sites. Details on percentage of affordable homes allocated on new sites.</li> </ul>
<b>Transport and Accessibility</b>													
Changes in road safety for non-motorised users as a consequence of reduced traffic in the town centre and along key corridors	x				x					x	Potential <b>positive</b> impacts if reduction in accidents is predicted. <b>Negative</b> impacts if higher rate of accidents occur as a consequence of faster journey times.	Changes in road safety will have the most effect on vulnerable road users. This issue is <b>scoped in</b> to the full impact assessment for older and younger people, people with disabilities and people from deprived backgrounds.	<ul style="list-style-type: none"> <li>Traffic modelling outputs</li> <li>Accident appraisal</li> </ul>
Improvements in accessibility for non-car drivers	x									x	Potential <b>positive</b> impacts if walking and cycling improvements are enabled in the town and included as part of the proposed scheme.	Improving accessibility advances equality of opportunity for non-car drivers. Non-car drivers are most likely to be younger people, older people and people from deprived or disadvantaged communities. This issue is <b>scoped in</b> to the full assessment for these groups.	<ul style="list-style-type: none"> <li>Traffic modelling outputs.</li> <li>Information on proposed town centre improvements</li> <li>Information on sustainable travel components of scheme.</li> </ul>

Potential impact of proposed scheme	Potential differential or disproportionate effects on groups with protected characteristics										Direction and type of Impact	Scoped in or Scoped Out	Further evidence required	
	Age	Sex	Ethnicity	Religion	Disability	Sexual Orientation	Gender Reassignment	Pregnancy/maternity	Socio-economic status	Marriage/Civil Partnership				
<b>Living environment, health and wellbeing</b>														
Loss of open space at Melton Country Park												Potential <b>negative</b> impacts due to loss of open space.	Open space contributes to health and wellbeing of residents and the proposed scheme could potentially result in loss or obstruction of space at Melton Country Park. No data has currently been identified to showing the demographic breakdown of users of the Park and as such further evidence is required to identify impacts on groups with protected. Therefore this issue will be <b>scoped in</b> as impacts are unknown.	<ul style="list-style-type: none"> <li>• Consultation with Melton Country Park</li> <li>• Potential equality and diversity surveys with users</li> </ul>
Changes to existing public rights of way												This will be a direct impact of the scheme resulting in a potential <b>negative</b> impact for people using the current public rights of way network.	The scheme will involve some changes to existing public rights of way with potential diversions and loss of amenity during both construction and operation stages. Data was collected through preliminary NMU surveys in July 2017. These surveys found that there was not a disproportionate amount of users with protected characteristics and therefore is not considered to be an equality issue. Mitigation measures for the disruption to the public rights of way access are also being developed. Due to the above reasons this issue is now	



Potential impact of proposed scheme	Potential differential or disproportionate effects on groups with protected characteristics										Direction and type of Impact	Scoped in or Scoped Out	Further evidence required	
	Age	Sex	Ethnicity	Religion	Disability	Sexual Orientation	Gender Reassignment	Pregnancy/maternity	Socio-economic status	Marriage/Civil Partnership				
Construction of proposed scheme	x											<b>scoped out</b> of this assessment	<ul style="list-style-type: none"> <li>Assessment of households likely to experience impact</li> </ul>	
Changes in air quality	x				x							<p><b>Negative</b> for households and relevant receptors within close proximity to the scheme.</p> <p><b>Positive</b> for areas where traffic is expected to be reduced.</p>	Evidence <sup>11</sup> has shown that children are particularly vulnerable to poor air quality and as such any changes in air quality that could affect children need to be assessed. Older people and people with respiratory diseases are also more likely to be affected by air quality changes. This is has been <b>scoped in</b> to the full impact assessment.	<ul style="list-style-type: none"> <li>Air quality modelling outputs</li> <li>Distributional impact appraisal</li> </ul>
Changes in noise during Construction and Operation	x											<p><b>Negative</b> for households and relevant receptors within close proximity to the scheme.</p>	Evidence <sup>12</sup> has shown that children are particularly vulnerable to noise and as such any changes in noise that could affect children need to be	<ul style="list-style-type: none"> <li>Noise assessment outputs</li> <li>Distributional impact appraisal</li> </ul>

<sup>11</sup> Department for Transport TAG unit A4.2 Distributional Impact Appraisal January 2014

<sup>12</sup> Department for Transport TAG unit A4.2 Distributional Impact Appraisal January 2014

Potential impact of proposed scheme	Potential differential or disproportionate effects on groups with protected characteristics										Direction and type of Impact	Scoped in or Scoped Out	Further evidence required
	Age	Sex	Ethnicity	Religion	Disability	Sexual Orientation	Gender Reassignment	Pregnancy/maternity	Socio-economic status	Marriage/Civil Partnership			
											<b>Positive</b> for areas where traffic is expected to be reduced.	assessed. Specifically, noise has an effect on concentration levels and as such this impact has been <b>scoped in</b> to identify the impact on schools and children in the area.	
<b>Community Cohesion</b>													
Changes in levels of severance	x				x					x	<b>Positive</b> where traffic has been reduced. Potential <b>negative</b> impacts for households within close proximity to the proposed scheme.	Traffic can be key cause of community severance and as such any changes to traffic flow can result in reduced/increased severance and community cohesion. This issue is <b>scoped in</b> to the full assessment for younger people, older people, people with disabilities and people from deprived backgrounds.	<ul style="list-style-type: none"> <li>Severance assessment results</li> <li>Traffic model outputs</li> <li>Equalities demographic analysis of affected communities</li> </ul>
<b>Access to jobs, education and training</b>													
Scheme enables residential development which will potentially create opportunities for employment	x									x	<b>Positive</b> if proposed scheme enables employment opportunities aimed at people with protected characteristics.	The scheme could advance equality of opportunity to employment should it increase the number and type of jobs in the area. This issue is <b>scoped in</b> to the full assessment for younger people and people with lower incomes/unemployed.	<ul style="list-style-type: none"> <li>Information on types of employment allocated for proposed development sites</li> </ul>

### 4.3 Potential Human Rights Impacts

- 4.3.1 It is not considered that the proposed scheme will have any impact on human rights and freedoms under the Convention rights listed under schedule 1 of the Human Rights Act.
- 4.3.2 However, Protocol 1, Article 1 of the Human Rights Act (the First Protocol) is associated with the protection of property/peaceful enjoyment. This has three elements to it:
- a person has the right to the peaceful enjoyment of their property.
  - a public authority cannot take away what someone owns
  - a public authority cannot impose restrictions on a person's use of their property.
- 4.3.3 This is relevant where people or businesses can be deprived of their possessions or property. However, a public authority will not breach this right if a law says that it can interfere with, deprive, or restrict the use of a person's possessions, and it is necessary for it to do so in the public interest. As such it is important that LCC provide evidence to show that any land or property take or disruption to any person's peaceful enjoyment of their property is within the public interest and that the correct procedures for compulsory purchase orders are followed to ensure compatibility with Protocol 1 Article 1 of the Human Rights Act.

## 5 NEXT STEPS

- 5.1.1 This EHRIA screening has been undertaken to understand the scope of works required for the EHRIA for the proposed scheme. The screening has included a policy review identifying key equalities policies, legislation and issues in the area as well as providing an overview of the baseline demographics associated with groups with protected characteristics.
- 5.1.2 The conclusion of this screening is that there are a number of potential impacts that could affect groups with protected characteristics across Melton Mowbray. In particular groups most likely be affected are younger people, older people, people with disabilities and low income/deprived groups. At this stage there is not enough clear evidence as to the level or direction of these impacts in terms of equalities and therefore it is proposed that a full impact assessment is undertaken using findings from the EIA process, as well as undertaking consultation with relevant groups and organisations.
- 5.1.3 Public consultation took place during September and October 2017. A number of organisations representing groups with protected characteristics were contacted to inform them of the consultation process and encourage participation. Information on protected characteristics was also collected as part of the feedback form. This information can be used to identify views on the scheme from the perspective of those with protected characteristics and highlight any issues. As part of the EHRIA it will be necessary to undertake further consultation with organisations representing groups with protected characteristics on the issues identified within this screening report. A review of the proposed stakeholder list will be undertaken and recommendations for additional organisations will be made where necessary.
- 5.1.4 Further data is required on the overall impacts of the proposed scheme to understand the effects on groups with protected characteristics. Data sources for further evidence will include but are not limited to; traffic model outputs and information from the EIA such as air quality, noise and people and communities outputs. Findings from the Health Impact Assessment will also be used to assess the impacts of groups with protected characteristics using the following categories:
- Lifestyles
  - Community and Social Influences
  - Living environment conditions affecting health
  - Economic conditions affecting health
  - Access and quality of services.
- This will include an assessment of effects on mental health and wellbeing during both construction and operation stages.
- 5.1.5 Where data is unavailable and is deemed critical for the EHRIA then a recommendation will be made to LCC, as the applicant, to commission primary data research. This could include surveys with residents and businesses. The scope of any primary data research would be agreed in advance with LCC.
- 5.1.6 LCC must ensure that they are compatible with Protocol 1, Section 1 of the Human Rights Act and ensure that it is in the public interest to undertake compulsory purchases or to disrupt a person's peaceful enjoyment of their property as a result of the proposed scheme.
- 5.1.7 Once further evidence has been collected, mitigation measures will be suggested to minimise or avoid potential negative impacts, in addition to recommendations for advancing equality of opportunity for those with protected characteristics. A monitoring plan will also be developed to ensure that impacts are monitored throughout the design and development of the proposed scheme, as well as through construction and operation stages. The monitoring plan should also seek to review how the proposed benefits of the scheme will be realised by groups with protected characteristics once operational. It is recommended that an equalities working

group be set up to monitor impacts in line the monitoring plan. This group should be made up of representatives from Melton Borough Council, LCC and relevant stakeholders representing those with protected characteristics.

- 5.1.8 LCC undertakes EHRIA assessments on all of new proposed or significantly changed policies, practices, procedures, functions and services. An official form is provided in order for this to be recorded corporately which is then signed off by the equalities team and published on LCC's website. An EHRIA screening form has been completed for the proposed scheme and will be updated at different stages of development.