

APPENDIX Aiii

Equality & Human Rights Impact Assessment (EHRIA)

This Equality and Human Rights Impact Assessment (EHRIA) will enable you to assess the **new, proposed or significantly changed** policy/ practice/ procedure/ function/ service** for equality and human rights implications.

Undertaking this assessment will help you to identify whether or not this policy/ practice/ procedure/ function/ service** may have an adverse impact on a particular community or group of people. It will ultimately ensure that as an Authority we do not discriminate and we are able to promote equality, diversity and human rights.

Before completing this form please refer to the EHRIA [guidance](#), for further information about undertaking and completing the assessment. For further advice and guidance, please contact your [Departmental Equalities Group](#) or equality@leics.gov.uk

***Please note: The term 'policy' will be used throughout this assessment as shorthand for policy, practice, procedure, function or service.*

Key Details	
Name of policy being assessed:	Melton Mowbray Distributor Road (MMDR)
Department and section:	Asset and Major Programmes Environment and Transport
Name of lead officer/ job title and others completing this assessment:	Laura Walker (AECOM)
Contact telephone numbers:	07957 189218
Name of officer/s responsible for implementing this policy:	Andy Jackson Senior Engineer (Major Programmes)
Date EHRIA assessment started:	May 2017 Please read this report in conjunction with the 'Melton Mowbray Distributor Road Equality and Human Rights Impact Assessment: Screening Report' (Nov 2017)
Date EHRIA assessment completed:	Ongoing

Section 1: Defining the policy

Section 1: Defining the policy

You should begin this assessment by defining and outlining the scope of this policy. You should consider the impact or likely impact of the policy in relation to all areas of equality, diversity and human rights, as outlined in Leicestershire County Council's Equality Strategy.

1	<p>What is new or changed in this policy? <i>What has changed and why?</i></p> <p>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 Scaford Road, Melton Spinney Road, A607 Thorpe Road and B676 Saxby Road.</p> <p>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.</p>										
2	<p>Does this relate to any other policy within your department, the Council or with other partner organisations? <i>If yes, please reference the relevant policy or EHRIA. If unknown, further investigation may be required.</i></p> <p>The proposed scheme will help to meet the objectives of the Melton Mowbray Draft Local Plan and will help to improve travel across the Midlands in line with the Midlands Connect strategy.</p>										
3	<p>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</p> <p>The proposed scheme aims to provide both local and regional benefits. The target people/groups of the scheme are the residents of Melton Mowbray, those living in the area surrounding the Borough and those travelling through Melton Mowbray.</p> <p>Residents of Melton Mowbray should experience the following changes:</p> <ul style="list-style-type: none"> - Less traffic travelling through the town and therefore reduced congestion and improvements to air quality, safety and visual amenity. - Increased access to housing and job opportunities as a consequence of the unlocking of land that the new road will enable. <p>The intended change for people driving through the town is a new road which will allow them to bypass Melton Mowbray town centre resulting in faster journey times and an improved driving experience.</p>										
4	<p>Will this policy meet the Equality Act 2010 requirements to have due regard to the need to meet any of the following aspects? (Please tick and explain how)</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;"></th> <th style="width: 10%; text-align: center;">Yes</th> <th style="width: 10%; text-align: center;">No</th> <th style="width: 50%; text-align: center;">How?</th> </tr> </thead> <tbody> <tr> <td>Eliminate unlawful discrimination, harassment and victimisation</td> <td style="text-align: center;">✓</td> <td></td> <td>There is no evidence that the proposed scheme will result in unlawful discrimination, harassment or victimisation of any of the groups with protected characteristics.</td> </tr> </tbody> </table>				Yes	No	How?	Eliminate unlawful discrimination, harassment and victimisation	✓		There is no evidence that the proposed scheme will result in unlawful discrimination, harassment or victimisation of any of the groups with protected characteristics.
	Yes	No	How?								
Eliminate unlawful discrimination, harassment and victimisation	✓		There is no evidence that the proposed scheme will result in unlawful discrimination, harassment or victimisation of any of the groups with protected characteristics.								

Advance equality of opportunity between different groups	✓		The proposed scheme has potential to advance equality of opportunity through enabling access to new housing and employment opportunities. However it is important that the development of such opportunities are monitored closely before, during and post scheme delivery to ensure that the benefits are received across different groups including those with protected characteristics. A reduction in traffic through the town could provide benefits to those who live in more deprived areas or who do not have access to a car through enhancing opportunities walking and cycling, increasing road safety, improving air quality and reducing levels of noise from traffic.
Foster good relations between different groups	✓		The scheme could help to foster good relations between different groups by alleviating issues associated with congestion and promoting community cohesion.

Section 2: Equality and Human Rights Impact Assessment (EHRIA) Screening

Section 2: Equality and Human Rights Impact Assessment Screening

The purpose of this section of the assessment is to help you decide if a full EHRIA is required.

If you have already identified that a full EHRIA is needed for this policy/ practice/ procedure/ function/ service, either via service planning processes or other means, then please go straight to [Section 3](#) on Page 7 of this document.

Section 2

A: Research and Consultation

		Yes	No*
5. Have the target groups been consulted about the following? a) their current needs and aspirations and what is important to them; b) any potential impact of this change on them (positive and negative, intended and unintended); c) potential barriers they may face			✓
		✓	
			✓
6. If the target groups have not been consulted directly, have representatives been consulted or research explored (e.g. Equality Mapping)?			✓
7. Have other stakeholder groups/ secondary groups (e.g. carers of service users) been explored in terms of potential unintended impacts?			✓

8.	<p>*If you answered 'no' to the question above, please use the space below to outline what consultation you are planning to undertake, or why you do not consider it to be necessary.</p> <p>A six week public consultation has taken place from the 2 September to the 15th October 2017. This included public exhibitions in Melton Mowbray on the proposed scheme on the 15th and 16th September and Thorpe Arnold on the 2nd October as well as information at the Melton Mowbray Food Festival. A website has been created which provides information and allows residents, landowners and businesses to provide feedback on the proposed scheme. The following organisations associated with groups with protected characteristics were contacted to inform them of the consultation:</p> <ul style="list-style-type: none"> • Leicestershire LINK • LAMP • Action deafness • Older People Engagement Network • Age Concern • VISTA • VAL (Voluntary Action Leicestershire) • CLASP • Accessibility Forum • Mosaic <p>The consultation feedback form requests demographic information which will be useful for identifying issues and view of the scheme amongst those with protected characteristics. However, there has been no direct consultation on equality issues with the public or the above organisations and it is therefore recommended that specific consultation takes place with these groups on issues identified in the EHRIA screening report. It is suggested that a small working group is set up comprising relevant groups to monitor the development of the proposed scheme and its benefits throughout all stages of development and post opening. This should help to support LCC in advancing equality of opportunity.</p>		

Section 2			
B: Monitoring Impact			
9.	<p>Are there systems set up to:</p> <p>a) monitor impact (positive and negative, intended and unintended) for different groups;</p> <p>b) enable open feedback and suggestions from different communities</p>	Yes	No
			✓
		✓	
<p>Note: If no to Question 8, you will need to ensure that monitoring systems are established to check for impact on the protected characteristics.</p>			
Section 2			
C: Potential Impact			
10.	<p>Use the table below to specify if any individuals or community groups who identify with any of the 'protected characteristics' may <u>potentially</u> be affected by this policy and describe any positive and negative impacts, including any barriers.</p>		
	Yes	No	Comments
Age	✓		Changes in road safety will have the most effect on vulnerable road users which include children, younger people and older people. This proposed scheme could

			<p>result in potential positive impacts if a reduction in accidents is predicted or a negative impact if higher rate of accidents due to higher traffic speeds.</p> <p>Improving accessibility advances equality of opportunity for non-car drivers. Non-car drivers are most likely to be children, younger people and older people. Potential positive impacts could be created if walking and cycling improvements are enabled in the town and included as part of the proposed scheme.</p> <p>Construction may cause disruption and potential negative impacts associated with visual amenity, dust, air pollution, noise and vibration for residents living in the area especially those who are most likely to be at home during the day such as older people. It is not yet known the extent to which construction will impact on households and therefore further data is required on construction impacts and demographic data on affected households.</p> <p>Evidence¹ shows that children are particularly vulnerable to poor air quality and noise compared to the population overall and as such any changes in air quality and noise 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. Overall there could be negative impacts for households and relevant receptors within close proximity to the scheme and positive impacts for areas where traffic is expected to be reduced.</p> <p>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 which can particularly affect younger and older people. This could create positive impacts where traffic has been reduced but potential negative impacts for households within close proximity to the proposed scheme. The scheme could advance equality of opportunity to employment should it increase the number and type of jobs in the area. This should provide positive impacts particularly for younger people if proposed scheme enables employment opportunities aimed at young residents.</p>
	Disability	✓	<p>Changes in road safety will have the most effect on vulnerable road users including people with disabilities. This could have potential positive impacts if a reduction in accidents is predicted or negative impacts could be experienced if higher rate of accidents occur as a consequence of increased traffic speeds.</p> <p>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. The could have positive impacts for people with disabilities where traffic has been reduced or potential negative impacts for those living within close proximity to the proposed scheme.</p>
	Gender Reassignment		✓

¹ Department for Transport TAG unit A4.2 Distributional Impact Appraisal January 2014

	Marriage and Civil Partnership		✓
	Pregnancy and Maternity		✓
	Race		✓
	Religion or Belief		✓
	Sex		✓
	Sexual Orientation		✓
	Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	✓	<p>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. Therefore potential positive impacts could be realised if affordable homes are developed as a result of the proposed scheme. The scheme could also result in the creation of jobs through growth of employment areas. This would result in potential positive impacts if these jobs were accessible to people from deprived or disadvantaged communities</p> <p>Changes in road safety will have the most effect on vulnerable road users which include people from deprived or disadvantaged communities. The proposed scheme could result in positive impacts if reduction in accidents is predicted or negative impacts if higher rate of accidents occur as a consequence of increased traffic speeds.</p> <p>Improving accessibility advances equality of opportunity for non-car drivers and potential positive impacts of the scheme could be achieved if walking and cycling improvements are enabled in the town.</p> <p>Traffic can be key cause of community severance and as such any changes to traffic flow can result in positive impacts where traffic is reduced and negative impacts when increased.</p>
	Community Cohesion	✓	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.
11.	<p>Are the human rights of individuals potentially affected by this proposal? Could there be an impact on human rights for any of the protected characteristics? (Please tick)</p> <p>Explain why you consider that any particular article in the Human Rights Act may apply to your policy/ practice/ function or procedure and how the human rights of individuals are likely to be affected below: [NB. Include positive and negative</p>		

impacts as well as barriers in benefiting from the above proposal]			
	Yes	No	Comments
Part 1: The Convention- Rights and Freedoms			
Article 2: Right to life		✓	
Article 3: Right not to be tortured or treated in an inhuman or degrading way		✓	
Article 4: Right not to be subjected to slavery/ forced labour		✓	
Article 5: Right to liberty and security		✓	
Article 6: Right to a fair trial		✓	
Article 7: No punishment without law		✓	
Article 8: Right to respect for private and family life		✓	
Article 9: Right to freedom of thought, conscience and religion		✓	
Article 10: Right to freedom of expression		✓	
Article 11: Right to freedom of assembly and association		✓	
Article 12: Right to marry		✓	
Article 14: Right not to be discriminated against		✓	
Part 2: The First Protocol			
Article 1: Protection of property/ peaceful enjoyment	✓		The proposed scheme will involve depriving people and or businesses of land or property and potentially require CPO.
Article 2: Right to education		✓	
Article 3: Right to free elections		✓	
Section 2			
D: Decision			
12.	Is there evidence or any other reason to suggest that:	Yes	No
	a) this policy could have a different affect or adverse impact on any section of the community;		✓

	b) any section of the community may face barriers in benefiting from the proposal			✓
13.	Based on the answers to the questions above, what is the likely impact of this policy			
	No Impact <input type="checkbox"/>	Positive Impact <input type="checkbox"/>	Neutral Impact <input type="checkbox"/>	Negative Impact or Impact Unknown <input checked="" type="checkbox"/>
Note: If the decision is 'Negative Impact' or 'Impact Not Known' an EHRIA Report is required.				
14.	Is an EHRIA report required?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	

Section 2: Completion of EHRIA Screening

Upon completion of the screening section of this assessment, you should have identified whether an EHRIA Report is required for further investigation of the impacts of this policy.

Option 1: If you identified that an EHRIA Report is required, continue to [Section 3](#) on Page 9 of this document to complete.

Option 2: If there are no equality, diversity or human rights impacts identified and an EHRIA report is not required, continue to [Section 4](#) on Page 16 of this document to complete.

Section 3: Equality and Human Rights Impact Assessment (EHRIA) Report

Section 3: Equality and Human Rights Impact Assessment Report

This part of the assessment will help you to think thoroughly about the impact of this policy and to critically examine whether it is likely to have a positive or negative impact on different groups within our diverse community. It is also to identify any barriers that may detrimentally affect under-represented communities or groups, who may be disadvantaged by the way in which we carry out our business.

Using the information gathered either within the EHRIA Screening or independently of this process, this EHRIA Report should be used to consider the impact or likely impact of the policy in relation to all areas of equality, diversity and human rights as outlined in Leicestershire County Council's Equality Strategy.

Section 3

A: Research and Consultation

When considering the target groups it is important to think about whether new data needs to be collected or whether there is any existing research that can be utilised.

- 15.** Based on the gaps identified either in the EHRIA Screening or independently of this process, how have you now explored the following and what does this information/data tell you about each of the diverse groups?
- a) current needs and aspirations and what is important to individuals and community groups (including human rights);
 - b) likely impacts (positive and negative, intended and unintended) to individuals and community groups (including human rights);
 - c) likely barriers that individuals and community groups may face (including human rights)

- 16.** Is any further research, data collection or evidence required to fill any gaps in your

	understanding of the potential or known affects of the policy on target groups?
<p>When considering who is affected by this proposed policy, it is important to think about consulting with and involving a range of service users, staff or other stakeholders who may be affected as part of the proposal.</p>	
17.	Based on the gaps identified either in the EHRIA Screening or independently of this process, <u>how</u> have you further consulted with those affected on the likely impact and <u>what</u> does this consultation tell you about each of the diverse groups?
18.	Is any further consultation required to fill any gaps in your understanding of the potential or known effects of the policy on target groups?

Section 3**B: Recognised Impact**

19. Based on any evidence and findings, use the table below to specify if any individuals or community groups who identify with any 'protected characteristics' are likely be affected by this policy. Describe any positive and negative impacts, including what barriers these individuals or groups may face.

	Comments
Age	
Disability	
Gender Reassignment	
Marriage and Civil Partnership	
Pregnancy and Maternity	
Race	
Religion or Belief	
Sex	
Sexual Orientation	
Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	
Community Cohesion	

20.	Based on any evidence and findings, use the table below to specify if any particular Articles in the Human Rights Act are <u>likely</u> apply to your policy. Are the human rights of any individuals or community groups affected by this proposal? Is there an impact on human rights for any of the protected characteristics?	
		Comments
	Part 1: The Convention- Rights and Freedoms	
	Article 2: Right to life	
	Article 3: Right not to be tortured or treated in an inhuman or degrading way	
	Article 4: Right not to be subjected to slavery/ forced labour	
	Article 5: Right to liberty and security	
	Article 6: Right to a fair trial	
	Article 7: No punishment without law	
	Article 8: Right to respect for private and family life	
	Article 9: Right to freedom of thought, conscience and religion	
	Article 10: Right to freedom of expression	
	Article 11: Right to freedom of assembly and association	
	Article 12: Right to marry	
	Article 14: Right not to be discriminated against	
	Part 2: The First Protocol	
	Article 1: Protection of property/ peaceful enjoyment	
	Article 2: Right to education	
	Article 3: Right to free elections	
	Section 3	

C: Mitigating and Assessing the Impact

Taking into account the research, data, consultation and information you have reviewed and/or carried out as part of this EHRIA, it is now essential to assess the impact of the policy.

21. If you consider there to be actual or potential adverse impact or discrimination, please outline this below. State whether it is justifiable or legitimate and give reasons.

N.B.

i) If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.

ii) If you have identified adverse impact or discrimination that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.

22. Where there are potential barriers, negative impacts identified and/or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.

- a) include any relevant research and consultations findings which highlight the best way in which to minimise negative impact or discrimination
- b) consider what barriers you can remove, whether reasonable adjustments may be necessary, and how any unmet needs that you have identified can be addressed
- c) if you are not addressing any negative impacts (including human rights) or potential barriers identified for a particular group, please explain why

Section 3

D: Making a decision

23. Summarise your findings and give an overview as to whether the policy will meet Leicestershire County Council's responsibilities in relation to equality, diversity, community cohesion and human rights.

Section 3

E: Monitoring, evaluation & review of your policy

24. Are there processes in place to review the findings of this EHRIA and make appropriate changes? In particular, how will you monitor potential barriers and any positive/ negative impact?

25. How will the recommendations of this assessment be built into wider planning and review processes?
e.g. policy reviews, annual plans and use of performance management systems

**Section 3:
F: Equality and human rights improvement plan**

Please list all the equality objectives, actions and targets that result from the Equality and Human Rights Impact Assessment (EHRIA) (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

Equality Objective	Action	Target	Officer Responsible	By when

Section 4: Sign off and scrutiny

Upon completion, the Lead Officer completing this assessment is required to sign the document in the section below.

It is required that this Equality and Human Rights Impact Assessment (EHRIA) is scrutinised by your [Departmental Equalities Group](#) and signed off by the Chair of the Group.

Once scrutiny and sign off has taken place, a depersonalised version of this EHRIA should be published on Leicestershire County Council's website. Please send a copy of this form to louisa.jordan@leics.gov.uk, Members Secretariat, in the Chief Executive's department for publishing.

Section 4

A: Sign Off and Scrutiny

Confirm, as appropriate, which elements of the EHRIA have been completed and are required for sign off and scrutiny.

Equality and Human Rights Assessment Screening

Equality and Human Rights Assessment Report

1st Authorised Signature (EHRIA Lead Officer):

Date:

2nd Authorised Signature (DEG Chair):

Date: