

Equality Impact Assessment

Town Centre Masterplan Document

- **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 that provides services to the public, Melton Borough Council has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to:

- ✓ Eliminate discrimination, harassment, victimisation.
- ✓ Advance Equality of Opportunity
- ✓ Foster good relations

For the following protected characteristics:

- ✓ Age
- ✓ Disability
- ✓ Gender reassignment
- ✓ Marriage and civil partnership
- ✓ Pregnancy and maternity
- ✓ Race
- ✓ Religion and belief
- ✓ Sex (Gender)
- ✓ Sexual orientation

What is prohibited?

- ✓ Direct Discrimination
- ✓ Indirect Discrimination
- ✓ Harassment
- ✓ Victimisation
- ✓ Discrimination by association
- ✓ Discrimination by perception
- ✓ Pregnancy and maternity discrimination
- ✓ Discrimination arising from disability
- ✓ Failing to make reasonable adjustments

Please complete steps 1-9

● **Step 1 – Introductory information**

No.	Item	Details
1.1	Title of the policy	Town Centre vision document
1.2	Lead officer and others undertaking this assessment <i>(Check & Challenge Group are part of the sign-off process and not required to be named here)</i>	
1.3	Date EIA started	27 th May 2022
1.4	Date EIA completed	

● **Step 2 – Overview of policy/function being assessed**

No.	Item	Details
2.1	Outline – What is the purpose of this policy? <i>Specify aims and objectives</i>	The purpose of this vision document is to create a unified and agreed vision for the future regeneration, enhancement and improvement that will best serve current and future residents, businesses, workers and visitors. The document has undergone several rounds of consultation and all view points and thoughts have been considered and introduced in to the vision document where possible to make it as reflective of partner, stakeholder and user viewpoints as possible. The document provides a Wishlist of key projects across the town centre that the council will look to support and where possible realise over the next 10-15 years
2.2	What specific group(s) is the policy designed to affect / impact and what is the intended change or outcome for them?	<p>The purpose of the proposal is that it will positively impact all members of the public within the local community, with an intended positive outcome on those individuals with a protected characteristic. It is expected that by creating a more diverse environment, this will create a more diverse population of visitors to the town. Furthermore, those with the protected characteristic of age, such as students at the nearby Brooksby Melton College, will have additional social, experiential and employment opportunities as a result of the projects being developed via this plan. This should also help bridge the gap of younger local visitors to the centre and encourage those from a wider geographical area to travel in also. This may also encourage the placement and further work opportunity for those with the protected characteristic of disability:</p> <p>The proposal shall increase employment opportunities for all within the local community as generally all members of the local community will have access to a wider selection of job roles/ as more investment in businesses and SME businesses will be made. This could also provide further opportunity for those with certain protected characteristics to gain employment whereby otherwise this has not always been achievable due to certain economical/social barriers.</p> <p>Therefore, whereby a detrimental effect as to the proposal may impact those with a protected characteristics more adversely than those without such protected characteristics, those issues are identified, and steps will be taken to meet their needs.</p>

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2.3	Which groups have been consulted as part of the creation or review of the policy?	<p>Significant consultation has been undertaken throughout the vision being developed and drafted. Very broadly this consultation consists of</p> <ul style="list-style-type: none"> - Engagement and feedback from member so the council's scrutiny committee - 2 workshops for members and stakeholders to attend to feedback comments - A online survey asking for feedback from the public on a draft document - Ongoing discussions with partners and stakeholders with an interest in the town centre <p>All comments received have been noted and where applicable the document has been updated to include points raised</p>

● **Step 3 – What we already know and where there are gaps**

No.	Item	Details
3.1	<p>List any existing information/data you have/monitor about different diverse groups in relation to this policy. Such as in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy & maternity, race, religion or belief, sex, sexual orientation etc.</p> <p><i>Data/information such as:</i></p> <ul style="list-style-type: none"> • <i>Consultation</i> • <i>Previous EIAs</i> • <i>Demographic Information</i> • <i>Anecdotal and other evidence</i> 	<p>Early assessments of the projects identified key issues such as accessibility, legibility, and outreach to a wider and diverse audience. This may affect different diverse groups such as age as mentioned above, however the proposal will positively mitigate this.</p> <p>Demographic or other information relating to this area will be assessed and interpreted as and when released from sources such as the census. This will be used to inform and future review of updates to this plan to ensure it is kept as up to date as possible to reflect the needs of those within our communities on an ongoing basis</p> <p>Disability: there are concerns around access in relation to disability but also rural isolation. Within the vision document projects relating to accessibility, public realm and signage have been identified to ensure the town is as easy to access and navigate around in order to mitigate these types of concerns</p> <p>Age: it has been highlighted through the consultation that there needs to be more explicit mention of opportunities for the youth of the town, this is in regards to access to employment but also social activities, this has been taken on board and the plan has been updated to reflect this. Students from the local college were also specifically invited to the consultation sessions to ensure that their thoughts and concerns were taken onboard in the initial drafting of the document.</p>
3.2	<p>What does this information / data tell you about diverse groups? If you do not hold or have access to any data or information on diverse groups, what do you need to begin collating / monitoring (<i>please list</i>)</p>	<p>Anecdotally there is traditionally under representation of people age 25 and below when responding to consultation exercising and being invited to workshops to have their thoughts and ideas considered. This has been mitigated by working with the college to invite their students to the initial consultation workshop to inform the development of the vision for the town before it went out for wider consultation</p>

● **Step 4 – Do we need to seek the views of others? If so, who?**

No.	Item	Details
4.1	<p>Considering the answers given in Step 2, do you need to consult with specific groups to identify needs / issues?</p> <p>If not explain why.</p>	<p>A wide public consultation exercise has been undertaken with the links sent throughout all our available networks. This should have given as many people as much opportunity as possible to feed their thoughts, ideas and concerns into the final documents</p>

● **Step 5 – Assessing the impact**

Considering any data/consultation/information and your own knowledge, identify whether the policy has a positive or negative impact on the individuals or community groups who identify with any 'protected characteristics' and provide an explanation for your decision in the table below. Please refer to the general duties on page 2.

Table 5.1

Protected Characteristic	Positive / Negative Impact and Explanation Your findings from available data, consultations, etc should help inform you of potential impact.
Age	Positive impact of the proposal, as mentioned above those with the protected characteristic of age, such as students at the nearby Brooksby Melton College, will have further opportunities created for them to link in with local new businesses that are brought about by the funding. Placements can be more local to the younger demographic of the area, and this will in turn hopefully lead to employment opportunities within the community and local businesses including SME's. The general understanding is that the town has been impacted further by covid and Brexit implications: and by providing additional job opportunities, this will strengthen the local student populations job and growth opportunities, which will in turn support the local economy in the longer term.
Disability <ul style="list-style-type: none"> Physical Visual Hearing Learning Disabilities Mental Health 	Consideration has been given throughout the development of this document in relation to disability and disability access to the town centre. As part of the visioning exercise accessibility to the town and navigation around the town has been highlighted consistently by partners and due to this projects relating to mitigations for these concerns such as public realm improvements, better accessibility into the town from car parks etc have been included in the key actions list. There are several other projects that will have a positive impact on those with disabilities albeit indirectly by providing more opportunities for socialising (mental health) and indirectly more employment opportunities (all)
Gender Reassignment (Transgender)	The proposal is being put forward in a manner that is applicable to everyone, irrespective of a person's status with regard to their race, sex, beliefs or gender.
Race	The proposal is being put forward in a manner that is applicable to everyone, irrespective of a person's status with regard to their race, sex, beliefs or gender.
Religion or Belief (Includes no belief)	The proposal is being put forward in a manner that is applicable to everyone, irrespective of a person's status with regard to their race, sex, beliefs or gender.
Sex (Gender)	The proposal is being put forward in a manner that is applicable to everyone, irrespective of a person's status with regard to their race, sex, beliefs or gender.
Sexual Orientation	The proposal is being put forward in a manner that is applicable to everyone, irrespective of a person's status with regard to their race, sex, beliefs or gender.

Protected Characteristic	Positive / Negative Impact and Explanation
Other protected groups <ul style="list-style-type: none"> • Pregnancy & maternity • Marriage & civil partnership 	Your findings from available data, consultations, etc should help inform you of potential impact. The proposal is being put forward in a manner that is applicable to everyone, irrespective of a person's status with regard to their racial gender.
Other socially excluded groups <ul style="list-style-type: none"> • Carers • Low literacy • Priority neighbourhoods • Health inequalities • Rural isolation • Asylum seeker and refugee communities • Current and ex-armed HM forces personnel (Veterans) 	It is expected that the overall vision and regeneration of the town will have a positive impact of those from other socially excluded groups. As the gains to the student experience, and opportunities for further employment thereafter will promote a better educational stance for local students. This will help assist rural isolation as Melton and neighbouring towns will be better connected and visitors to the town will hopefully be attracted to a more diverse and cultural offering.

No.	Item	Details
5.2	<p>Where potential barriers and negative impacts have been identified, and/or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.</p> <p><i>If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.</i></p> <p><i>Additionally, if you have identified adverse impact that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.</i></p>	<p>This document is not proposing to undertake any specific mitigations or solutions however any negative impacts identified because of projects identified within the Town Centre visioning document will be assessed and mitigations put in place during the project development and management phases</p>
5.3	<p>Summarise your findings and give an overview as to whether the policy will meet the Council's responsibilities in relation to equality and diversity</p> <p><i>(Please refer to the general duties on page 2)</i></p>	

● **Step 6- Monitoring, evaluation, review**

No.	Item	Details
6.1	<p>Are there processes in place to review the findings of this assessment and make appropriate changes?</p> <p>How will you monitor potential barriers and any positive/negative impact?</p>	<p>It is identified within the document that this will be not be set in stone. Regular reviews of the document will be undertaken and the document will be updated subsequent to these to ensure it remains up to date and reflects the requirements, thoughts and expectations of the general public, partners and stakeholders in regards to those areas within the town centre that should be included within this document.</p> <p>These updates will be as and when required but as a minimum every year and will use any consultation, releases of data or changes to partner aspirations to inform these updates</p>
6.2	<p>How will the recommendations of this assessment be built into wider planning and review processes?</p> <p>For example, policy reviews, annual plans and use of performance management systems</p>	<p>This document will underpin future key town centre regeneration and development aspirations. It will be utilised to demonstrate broad support for future proposals and to inform future funding bids.</p>

● Step 7- Action Plan

Please include any identified concerns/actions/issues in this action plan. The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan.

Table 7.1

Ref. No.	Action	Responsible Officer	Target Date
	None		

● Step 8 - Who needs to know about the outcomes of this assessment and how will they be informed?

Table 8.1

	Who needs to know	How will they be informed (We have a legal duty to publish EIAs)
Employees	no	
Service Users	no	
Partners & Stakeholders	Yes	Communications and press release
Others	Yes	Cmmunications and press release

No.	Item	Details
8.2	To ensure ease of access, what other communication needs / concerns are there?	none

- **Step 9 – Please forward your completed assessment to checkandchallenge@melton.gov.uk for scrutiny and approval**
- **Step 10 - Conclusion (to be completed and signed by the Service Head) following internal scrutiny by the Check & Challenge group**

I agree with this assessment

Signed: 

Date: 18/07/2022

Name: Laura Swift