

# Equality Impact Assessment

## UK Shared Prosperity Fund – Investment Plan

- **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	UKSPF Investment Plan
1.2	Lead officer and others undertaking this assessment <i>(Check &amp; Challenge Group are part of the sign-off process and not required to be named here)</i>	Lee Byrne
1.3	Date EIA started	29 July 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 the policy is to demonstrate the Interventions Melton Borough Council #9MBC) will put in place, with the support of partners, to support the borough up until the end of March 2025? This will enable MBC to draw down £1.19m in funding from central government to deliver these interventions. These interventions are split between three key themes, community and place, supporting local businesses, people and skills.
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, with better access to support and the opportunities these provide, this will create a more supported and socially mobile community as well as a more buoyant and local economy that is growing sustainably and providing genuine opportunities to our residents. Furthermore, those with the protected characteristics of age, such as students at the nearby SMB group 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 town 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 proposals identified shall amongst other things; 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 Small – Medium Enterprises will be made. This could also provide further opportunity for those with certain protected characteristics to gain employment as well as access to support programmes and other opportunities whereby otherwise this has not always been achievable due to certain economical/social barriers such as issues around rural travel.</p> <p>Ultimately the proposals in the plan are broad in their reach and will likely have a direct or indirect positive impact on residents, visitors and businesses. The degree to which people are impacted will be determined by the particular intervention that is being delivered through the UKSPF funding but all potential impacts on those directly participating in the interventions are expected to be positive</p> <p>However during the project initiation phase or during delivery should a detrimental effect to any of the proposals within the Plan may be seen to impact those with a protected characteristics those issues will be identified, and steps will be taken to amend the plan and mitigate these impacts.</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 UKSPF being developed and drafted. Very broadly this consultation consists of</p> <ul style="list-style-type: none"> <li>- Engagement and feedback from members of the Council's scrutiny committee</li> <li>- 2 workshops for members and stakeholders to attend to feedback comments</li> <li>- Ongoing iterative discussions with local stakeholders through the advisory board to ensure local challenges are being met and that there is no duplication with the offer that currently exists in the area.</li> <li>- Ongoing discussion with delivery partners and bodies to ensure there is no duplication between what is being proposed within the plan and what is already being provided and look at potential joint working opportunities.</li> <li>- Updates and discussion with the Local MP to ensure the plan reflects the challenges they have been made aware of by local constituents on a daily basis</li> </ul> <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 &amp; maternity, race, religion or belief, sex, sexual orientation etc.</p> <p><i>Data/information such as:</i></p> <ul style="list-style-type: none"> <li>• <i>Consultation</i></li> <li>• <i>Previous EIAs</i></li> <li>• <i>Demographic Information</i></li> <li>• <i>Anecdotal and other evidence</i></li> </ul>	<p>An extensive evidence base was developed to inform discussion on what should be within the investment plan and what general challenges Melton faces. Based upon this and consultation with partners it was identified key issues such as accessibility to programmes and services, lack of opportunity in rural areas and communication/ promotions including how we 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 has been updated and assessed since the latest release of census information. This has been used to inform programmes identified within the UKSPF plan that will be submitted</p> <p>Disability: there are concerns around access in relation to disability but also rural isolation. Within the plan there are projects relating to accessibility, town centre improvements have been identified. Throughout these and similar projects we will work 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.</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. As a result of this there are proposals to support social action through the developing Action Melton Youth programme amongst our younger residents.</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 wider public consultation exercise has been undertaken with the links sent throughout all our available partnership networks through the growth and Regeneration directorate and the housing and communities Directorate. 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 College, will have further opportunities created for them to link in with local new businesses that are brought about by the proposed interventions. 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 as a result of some of the proposed interventions, this will strengthen the local residents job, career and growth opportunities, which will in turn support the local economy in the longer term. Work Placements and apprenticeship whilst often perceived to be for the younger population are not restrictive by age however it is expected that significant growth in local businesses will be achieved as a result of the support provided in the programme which in turn will create jobs for all in the area
Disability <ul style="list-style-type: none"> <li>Physical</li> <li>Visual</li> <li>Hearing</li> <li>Learning Disabilities</li> <li>Mental Health</li> </ul>	<p>Consideration has been given throughout the development of this document in relation to disability and disability access to the town centre.</p> <p>As part of development of this investment plan accessibility to programmes and services relating to mental health and more widely employment services has been considered.</p> <p>There are several other future projects that will have a positive impact on those with disabilities albeit indirectly by providing more opportunities for socialising and access to green spaces (mental and physical health) and indirectly more employment opportunities (all)</p>
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.

Protected Characteristic	Positive / Negative Impact and Explanation
Sexual Orientation	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 race, sex, beliefs or gender.
Other protected groups <ul style="list-style-type: none"> <li>Pregnancy &amp; maternity</li> <li>Marriage &amp; civil partnership</li> </ul>	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"> <li>Carers</li> <li>Low literacy</li> <li>Priority neighbourhoods</li> <li>Health inequalities</li> <li>Rural isolation</li> <li>Asylum seeker and refugee communities</li> <li>Current and ex-armed HM forces personnel (Veterans)</li> </ul>	It is expected that the overall investment plan 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. Other projects such as the extension of the Fairmead football league will support socialising and physical health within our priority neighbourhood and there are significant proposals to support the cost of living for all residents in not just the town but our rural areas.

No.	Item	Details
5.2	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.  <i>If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.</i>  <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>	This document is proposing high level interventions at this moment in time. Once approved work will begin to look at delivery of these proposals. At this stage and as part of standard process potential barriers will be identified, assessed and where reasonable mitigated before delivery commences. Should any unforeseen/unintended issues, impacts or barriers arise during the delivery phase appropriate measure will be undertaken to mitigate these
5.3	Summarise your findings and give an overview as to whether the policy will meet the Council's responsibilities in relation to equality and diversity  <i>(Please refer to the general duties on page 2)</i>	

● **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>Reviews of the programmes will be undertaken through the councils standard monitoring and evaluation processes as well as through good general project management or where applicable contract management. There is an administrative allowance available within the investment plan to enable us to do this and this will be utilised in this manner.</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 outline delivery of key projects and programmes across Melton Borough until March 2025. It will be utilised to demonstrate examples of best practice and where appropriate and necessary the outcomes and any lesson learnt etc will likely influence future policy decision making in regards to projects and programmes delivered beyond this point</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		
	Reviews of data, outcomes and ongoing progress of the project to be undertaken by internal project board	Programme Manager	Yearly

### ● 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	YEs	Communication and press release, direct conversations etc
Partners & Stakeholders	Yes	Communications and press release

	Who needs to know	How will they be informed (We have a legal duty to publish EIAs)
Others	Yes	Communications 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](mailto: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**

Signed:

Date: 18/07/2022

Name: Laura Swift