

Equality Impact Assessment

Melton – Rutland levelling up fund application

- **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	Levelling Up Fund Application Form
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>	Lee Byrne – Regeneration Manager
1.3	Date EIA started	20 th June 2022
1.4	Date EIA completed	

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

No.	Item	Details
2.1	<p>Outline – What is the purpose of this policy? <i>Specify aims and objectives</i></p>	<p>The purpose of this function/proposal is to Level Up Melton through harnessing the potential of Melton Mowbray as a market towns, using innovation as the driver by building on existing key strengths/sectors and adding value to them. This involves building on place character with Melton focussing on food and related experiences. To provide people with opportunities through Growing skills and enterprise in these sectors in order to achieving long term sustainable outcomes for the town and its wider rural hinterland</p> <p>To consolidate the wider attractiveness of the towns at the heart of the bid we are exploring a cultural component which would provide upgrades to the College based theatre in Melton to enhance this space and attract more and larger commercial shows to develop a larger pull to support the night-time and evening economy.</p> <p>The bid also has a component which delivers a demand responsive transport service enabling people to access work, learning and services more fully across the area.</p>
2.2	<p>What specific group(s) is the policy designed to affect / impact and what is the intended change or outcome for them?</p>	<p>The intended purpose of the application is to enrich, and therefore positively impact the lives of those with a protected characteristic, and those without by providing further access to opportunities for employment, enjoyment, and access to services. For instance, the aim of the project is to increase the diversity of the workforce and also to develop the skills of the local residents to achieve their potential. An example of how this project will allow for this, is that students at the nearby Brooksby Melton College will have the opportunity to create links with new businesses on site to offer a wider variety of work experience placements within the livestock market site. This should also help to bridge the gap and create a better diversity of age range visitors to the local area, and may help to encourage those from a wider geographical area to travel in. This may also encourage work placement and further work opportunity for those with the protected characteristic of disability.</p> <p>The proposals such as:</p> <ol style="list-style-type: none"> 1. Development of cattle market site for events infrastructure, food and drinks production units and offering business support and tourism related activities by working with Melton Mowbray Market. This will increase the amount of tourism to the area which will help with areas of deprivation. In reference to the protected characteristics, this should increase access to roles within the local area which then may help to ensure more accessible roles are available for those with a disability. And in reference to age, this should help to retain skills of the local community to remain in the local area, instead of taking up employment opportunities outside of the borough. 2. Development of the Brooksby Melton College Site on Wilton Road/Asfordby Road for refurbishment of the theatre to reinstate the now closed cultural destination in the town centre. The intention of the fund is that it will help to encourage visitors to the local area, and thus increase footfall and encourage new SME or other businesses to set up in the area, which in turn will also feed into the points raised above.

No.	Item	Details
2.1	<p>Outline – What is the purpose of this policy? <i>Specify aims and objectives</i></p>	<p>The purpose of this function/proposal is to Level Up Melton through harnessing the potential of Melton Mowbray as a market towns, using innovation as the driver by building on existing key strengths/sectors and adding value to them. This involves building on place character with Melton focussing on food and related experiences. To provide people with opportunities through Growing skills and enterprise in these sectors in order to achieving long term sustainable outcomes for the town and its wider rural hinterland</p> <p>To consolidate the wider attractiveness of the towns at the heart of the bid we are exploring a cultural component which would provide upgrades to the College based theatre in Melton to enhance this space and attract more and larger commercial shows to develop a larger pull to support the night-time and evening economy.</p> <p>The bid also has a component which delivers a demand responsive transport service enabling people to access work, learning and services more fully across the area.</p>
2.3	<p>Which groups have been consulted as part of the creation or review of the policy?</p>	<p>The Destination management plan, which has the food sector and town centre at the heart of its development has brought together several partners, stakeholders and key people from across Melton to agree a shared vision for the area. Over the course of 12 months there have been 3 round table events with 120 attendees, an online survey gathering peoples thought and opinions has been undertaken which received over 300 responses and over 15 1-2-1 conversations with key stakeholders have taken place. In addition to statutory consultation, reference groups were established. This allowed for open discussion between members of the community and policy makers. In accordance with this significant consultation has been undertaken with partners via the town centre vision development. This document is underpinning the development of this application and both projects identified have support from those that have been consulted.</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>AN evidence base report has been undertaken and the Data that has been obtained does show that Melton does have a under performing economy, and that these proposals will assist in mitigating against some of the impacts felt currently by the local community, and in particular by those with a protected characteristic. For example, if there are sufficient job opportunities for local people, then initiatives can be introduced to attract those with a protected characteristics specifically, i.e targeted advertising, on the job training opportunities with all reasonable adjustments catered to.</p> <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 against this.</p> <p>We do not hold information as to the protected characteristic of gender reassignment, although it is believed that there may well be a positive impact to those with this protected characteristic, as the proposal will be a community wide effect, and investment will benefit all, in particular when establishing new building design and accessibility for all.</p> <p>As to those within the local community whom may have a disability, that is physical in nature, it is proposed that during any building/environmental design impacts as to accessibility will be highly considered and brought into the design. As mentioned previously it is anticipated that in relation to mitigation, some specific measures have been identified and detailed within the application form and accompanying masterplans that are being submitted along side this.</p> <p>It is not believed that the proposal will have any negative effect on the protected characteristic of marriage and civil partnership due to the nature of the proposal being community wide, and applicable to all.</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>It is not believe that any aspects of this proposal will adversely impact any diverse groups but is expected that it will enhance their opportunities to gain employment but also provide further and wider access to enriching social activities through providing the easily accessible space to enable socialising and also providing access to cultural, historical and local arts and heritage events whether they be based at the theatre or the multifunctional events space proposed at the cattle market</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>Through the significant consultation that has taken place over the last 2 years it is believed that there have been ample opportunities for any groups to feedback into proposals being developed to ensure their thoughts are taken on board.</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, 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 	As mentioned above, it is anticipated that any temporary negative effects highlighted ie building works ect will be mitigated for during the construction process. If approved LUF will provide better access to services for all, and in particular for those with a disability,
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 gender status.
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 racial identity. As a result of the proposal, it is anticipated that the diversity of the population within the community and visitors to the area will be more diverse, and this will help generate ideas and focuses for new SME's, existing businesses and the local community as a whole.
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 religion or belief.
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 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 sexual orientation.

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.
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) 	Melton has amongst the lowest levels of workplace earnings in the East Midlands and also suffers when it comes to social mobility amongst its residents. i.e the ease at which people can work themselves out of poverty) Whilst these are both complex matters the over reliance of traditionally low paid and vulnerable jobs which are highly susceptible to external shocks. We anticipate that the proposals will help to positively impact the issue of social mobility and accessibility to services within the local area.

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>	It is not expected that there will be any barriers or negative impacts as a result of these works. A design led approach as been undertaken in the master planning stage for this application which has looks to address any existing issues in regards to access that currently are in place. Examples of this can be through new public realm improvements to the cattle market which will provide clear and enhance public walkway spaces as well as and upgrade car parking facility which will include disabled parking arrangements as well as relaying of a car park surface to remove and pot holes which currently present trip or fall hazards. Work are the theatre will improve disability access arrangement within the site to provide more opportunity for these users
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>	It is believed that the luf application will meet the councils responsibilities in relation to equality and diversity through enhancing equity of opportunity for those most disadvantages groups in the area specifically through providing innovative solutions to solving issues around social mobility and access to arts, culture and heritage opportunities

● **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>Should the funding bid be successful a wholesale review of expected findings, risks and issues in relation to equalities impact assessments will be undertaken to ensure that due to the lapse in time there have not been any additional or significant changes that would require additional mitigations to be put in place. This would be undertaken through Melton's project governance and project management approaches and would be monitored and evaluated throughout the course of the works identified within the application</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>As the project will be 'live' changes and adaptations that are identified and required within the project will be able to be fed in on an ongoing process. Regular reviews of progress and updates against expected milestones will be undertaken and should any issues be identified the standard processes will be followed to ensure any required mitigations are put in place</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
	Non to date as we are just submitting an application for funding at this stage		

● **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 <i>(We have a legal duty to publish EIAs)</i>
Employees	MBC employees	Press release, corporate messenger
Service Users	Cattle market users	Press release and corporate messenger

	Who needs to know	How will they be informed <i>(We have a legal duty to publish EIAs)</i>
Partners & Stakeholders	Those who have supported the bid and those directly involved in its submission	Directly via email or phone
Others	Cllrs and MP	Directly via email or phone

No.	Item	Details
8.2	To ensure ease of access, what other communication needs / concerns are there?	

- **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