

Charnwood Borough Council

Equality Impact Assessment 'Knowing the needs of your customers and employees'

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, Charnwood Borough Council has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to:

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

For the following protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion and belief
8. Sex (Gender)
9. Sexual orientation

What is prohibited?

1. Direct Discrimination
2. Indirect Discrimination
3. Harassment
4. Victimisation
5. Discrimination by association
6. Discrimination by perception
7. Pregnancy and maternity discrimination
8. Discrimination arising from disability
9. Failing to make reasonable adjustments

Note: Complete the action plan as you go through the questions

✱ **Step 1 – Introductory information**

Title of the policy	Disposal of Land to Taylors Bell Foundry, Loughborough
Name of lead officer and others undertaking this assessment	Head of Landlord Services
Date EIA started	August 2017
Date EIA completed	October 2017

✱ **Step 2 – Overview of policy/function being assessed:**

Outline: What is the purpose of this policy? (Specify aims and objectives)
To consider a request from Taylors Bell Foundry to acquire a small piece of Council owned land, to assist in the development of a visitor centre.
What specific group/s is the policy designed to affect/impact and what is the intended change or outcome for them?
<p>The following groups will be affected should the project proceed:</p> <ul style="list-style-type: none"> a) Tenants and leaseholders of the Council that live close to the proposed project. b) The wider community of the Bell Foundry, which is a priority neighbourhood due to its position in the indices of multiple deprivation. <p>These groups will lose a small strip of amenity open space near to their properties / in the locality. Some trees will need to be felled or reduced in size to deliver the project. The area will be tidied up and regenerated.</p> <p>An objective of the project is to advance education and public engagement in the history and art of bell making and bell ringing.</p> <p>More visitors and tourists will visit the area. This will increase footfall in the area and will likely have a positive effect on the local economy.</p> <p>The project will protect and enhance a local landmark. The bellfoundry is of significant historical and cultural importance. An objective of the project is to create the preeminent centre for bell research, development and manufacturing.</p> <p>The project includes an enclosure of a small courtyard area around the carillon tower that can be used for recitals and community events.</p> <ul style="list-style-type: none"> c) Visitors and tourists to the bellfoundry <p>An objective of the project is to provide an exciting and engaging experience for a diverse range of visitors.</p>

The tourism offer of the local area will be enhanced by the project. The bellfoundry will become a visitor attraction.

Which groups have been consulted as part of the creation or review of the policy?

The Council's Customer Engagement Team has undertaken an initial door knock at 28 Council owned properties immediately adjoining the site.

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

List any existing information/data do 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.

Data/information such as:

- Consultation
- Previous Equality Impact Assessments
- Demographic information
- Anecdotal and other evidence

Of the 9 residents spoken with at the door knocking exercise (a 32% response rate) all were happy with the proposed disposal of land.

The bellfoundry is an area ranked in the top 10% of deprived neighbourhoods nationally¹.

Detailed tenant profiling data is captured and recorded on QL, the Council's electronic housing management system.

What does this information / data tell you about diverse group? If you do not hold or have access to any data/information on diverse groups, what do you need to begin collating / monitoring? (Please list)

Given that there will be an impact on the community as a whole, a representative from Ingham Piggot Associates has met with the Council's Neighbourhoods and Partnerships Manager to discuss engagement with the local community. Given that all of the funding for the project has not yet been secured, a gradual approach to build community awareness of the project will be undertaken.

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

In light of the answers you have given in Step 2, do you need to consult with specific groups to identify needs / issues? If not please explain why.

Ingham Piggot Associates have undertaken to produce some display boards that can be located in the nearby Marios Tinenti Centre - to build broader community awareness of the

¹ Indices of multiple deprivation HM Gov (2015) Available at:
<https://www.gov.uk/government/statistics/english-indices-of-deprivation-2015>
Accessed 31/10/2017

project.

Step 5 – Assessing the impact

In light of any data/consultation/information and your own knowledge and awareness, please identify whether the policy has a positive or negative impact on the individuals or community groups (including what barriers these individuals or groups may face) who identify with any 'protected characteristics' and provide an explanation for your decision (please refer to the general duties on the front page).	
	Comments
Age	There is a neutral impact identified for individuals and groups with this characteristic.
Disability (Physical, visual, hearing, learning disabilities, mental health)	There is a neutral impact identified for individuals and groups with this characteristic.
Gender Reassignment (Transgender)	There is a neutral impact identified for individuals and groups with this characteristic.
Race	There is a neutral impact identified for individuals and groups with this characteristic.
Religion or Belief (Includes no belief)	There is a neutral impact identified for individuals and groups with this characteristic.
Sex (Gender)	There is a neutral impact identified for individuals and groups with this characteristic.
Sexual Orientation	There is a neutral impact identified for individuals and groups with this characteristic.
Other protected groups (Pregnancy & maternity, marriage & civil partnership)	There is a neutral impact identified for individuals and groups with this characteristic.
Other socially excluded groups (carers, low literacy, priority neighbourhoods, health inequalities, rural isolation, asylum seeker and refugee communities etc.)	Should the project proceed a priority neighbourhood area will be regenerated. Whilst the project is in its early stages, the objectives of the project indicate that there will be opportunities around engagement with the local community and

	<p>education.</p> <p>It is likely that economic benefits will be brought to the area through increased footfall and tourism.</p> <p>The objectives of the project include (but are not limited to), the following:</p> <p>Objective: Education and public engagement: The project will advance education and public engagement in the history and art of bell making and bell ringing</p> <p>Objective: Exciting and engaging visitors: The project will provide an exciting and engaging experience for a diverse range of visitors.</p> <p>Objective: Research and manufacturing excellence: The project will create the preeminent centre for bell research, development and manufacturing</p>
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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.

Please note:

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

Bearing in mind the early stage in the project, at this point in time, there are no identified potential barriers or negative impacts identified.

The project will be subject to the necessary planning permissions and building regulations should funding be secured.

Summarise your findings and give an overview as to whether the policy will meet Charnwood Borough Council's responsibilities in relation to equality and diversity (please refer to the general duties on the front page).

As stated, there are no identified potential barriers or negative impacts identified at this point in time.

Should the project proceed there will be a neutral or positive impact on individuals and groups with protected characteristics. No negative impacts have been identified.

A priority neighbourhood area will be regenerated.

To ensure that benefits for the local community are maximised, the Council should support the trust to engage with the local community - in order to maximise the opportunities presented by the project.

The disposal of the land will meet the Council's responsibilities in relation to equality and diversity. Specifically, this will be achieved as follows:

Advance equality of opportunity

The project will create a tourism destination of significant historical and cultural importance.

The regeneration of the area will likely have a positive effect on community aspirations.

Foster good relations

The project includes the enclosure of a small courtyard area around the carillon tower that can be used for recitals and community events. This may provide opportunities for different individuals and groups to interact.

Step 6- Monitoring, evaluation and review

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

The Council's Neighbourhoods and Customer Engagement Teams will continue to work with the Trust around building community awareness of the project. The teams will seek to maximise opportunities for the local community.

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.

Supporting wider community engagement through the project will be built in to the work plans of the Neighbourhoods and Customer Engagement Teams.

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			
Reference Number	Action	Responsible Officer	Target Date
1	Support installation of information boards in the Marios Tinetti Centre	Neighbourhoods and Partnerships Manager	April 2018
2	Keep tenants and leaseholders up to date with significant developments in the project	Principal Officer - Customer Engagement Older Persons Services	Ongoing

3	Work with the Trust and local communities to identify opportunities through the project to positively impact on individuals and communities and regenerate the bellfoundry.	Neighbourhoods and Partnerships Manager Principal Officer - Customer Engagement Older Persons Services	Ongoing
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Step 8- Who needs to know about the outcomes of this assessment and how will they be informed?

	Who needs to know (Please tick)	How they will be informed (we have a legal duty to publish EIA's)
Employees	Y	Customer Engagement and Neighbourhood Development Officers to receive a copy of the EIA.
Service users	Y	The EIA will be published on the Council's website.
Partners and stakeholders	Y	Bellfoundry Trust to receive a copy of the EIA.
Others	NA	
To ensure ease of access, what other communication needs/concerns are there?	NA	

Step 9- Conclusion (to be completed and signed by the Service Head)

Please delete as appropriate
I agree / disagree with this assessment / action plan
If <i>disagree</i>, state action/s required, reasons and details of who is to carry them out with timescales:
Signed (Strategic Director): Peter Oliver, Head of Landlord Services
Date: 02/11/2017
Please send completed & signed assessment to Suzanne Kinder for publishing.

