

# Equality Impact Assessment

**‘Future Charnwood’  
Investment Plan (UK Shared  
Prosperity Fund)**

- **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, 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 or 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

**Complete this action plan as you go through the questions**

- **Step 1 – Introductory information**

Title of the policy	<b>Future Charnwood Investment Plan</b>
Lead officer and others undertaking this assessment	<b>Lead officer: Christopher Grace Assessment undertaker: Michael Dow</b>
Date EIA started	<b>11<sup>th</sup> July 2022</b>
Date EIA completed	<b>27<sup>th</sup> July 2022</b>





Outline: What is the purpose of this policy/strategy/project? (Specify aims and objectives)

The Investment Plan is required by the Government to enable release of UK Shared Prosperity Fund finance to Charnwood. The purpose of the Plan is to set out how the Council intends to prioritise interventions which deliver levelling-up across the Borough and how broad areas of expenditure will align with those priorities.

What specific group/s is the change designed to affect/impact and what is the intended change or outcome for them?

The range of interventions contained within the Investment Plan seek to positively impact the lives of all groups, including those with/in protected characteristic groups, across the Charnwood Borough Council local authority area. The Investment Plan seeks to improve physical and mental health, cultural and civic engagement across all groups but there is a positive focus on young people as a response to the negative effects of the pandemic and increasing isolation.

The Investment Plan is intended to deliver outcomes which will give all groups across Charnwood a 'Pride in Place' and an increase in life opportunities, for example by improving the public realm, public amenity improvements and access to employment.

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

Targeted engagement occurred with public, private and voluntary sector organisations. This took place via email, online meetings, phone calls and face-to-face meetings. We contacted over 50 organisations asking them to come forward with project proposals. All service areas across the Council were also engaged with to reinforce and further contextualise the results from community and partner organisation consultation.

The Council was particularly pro-active in engaging with voluntary groups which represent strong cross-section of society including people from different ethnic backgrounds, young people, older residents, the disabled, and the homeless. All parish councils were engaged with. Through our public relations and website activity all residents of the borough were able to find out about intentions for the production of an Investment Plan.

Project Sponsors have engaged in sustained, multichannel engagement activities with their user groups in the development of proposals which give further confidence and assurance that projects have been developed in such a way as to mainstream equalities considerations.

An example of this is the Gorse Govert Youth Project which has been designed through a series of workshops and consultation exercise with young people and other user groups to ensure that the offer is i) relevant ii) contains programmatic specificity with regard to the lived experiences of young people in West Loughborough iii) youth led.

- **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

The Investment Plan is a new document and is subject to approval by the Government. Once approved, programme management of delivery of the Plan will include specific further Public Sector Equality Duty activity, for example, funding for projects would not be released until the Council is satisfied that equalities assessments have been undertaken. Nevertheless, the Council already has a wealth of data and information which has helped inform production of the Plan.

The demographic profile of Charnwood skews younger than the national average due to large numbers of students living in off-campus accommodation primarily, but not exclusively, in Loughborough. The latest data from the 2021 Census shows breakdown by broad age category and is as follows:

- 0-19 (23.21%)
- 20-39 (27.46%)
- 39-64 (30.56%)
- 65-90+ (18.81%)

This is higher than the England and Wales average for populations under 19 and 39-64 and lower than the England and Wales average for 20-39 and 65+ population groups. Comparing to the 2011 census there has been an increase of 26.9% in people aged 65 years and over, an increase of 7.0% in people aged 15 to 64 years, and an increase of 10.2% in people aged under 15 years.

Of these ages groups the breakdown by sex, by which is meant the sex of an individual assigned at birth or to whom a Gender Recognition Certificate has been issued is 91,100 females and 92,000 males or 49.97% and 50.02%, respectively. This is in line with previous census data.

In the borough it is estimated that there are 10,540 (6.4%) people between the ages of 16-64 with a moderate or serious physical disability. This compares to 12,882 (7.7%) over 65. Nationally it is estimated that 1 in 4 people will be affected by mental health issues at some time in their life. In Charnwood this would equate to 41,525 out of 166,100 residents. Mental health issues can either be short or long term, the most common being mixed anxiety and depression. In Charnwood there are 290 people aged 18-64 with learning disabilities. There are 567 children with Statements of Special Educational Needs or on an Education Health Care Plan. The Council is currently in the process of determining how many people residing in Charnwood are registered with sight or hearing loss, or both. It is estimated that there are a high number of people with a sight and hearing loss within Charnwood who have not yet registered.

Within Charnwood approximately 65,000 people (47.1%) are either married or are in a registered same-sex civil partnership. This is relative to Leicestershire as a whole.

Local Authority level data for ethnicity from the 2021 census has yet to be released however previous census data shows 145,114 people (86.2%) of the population identified themselves as 'White' and 20,986 people (12.7%) are from Black and Minority Ethnic (BME) Groups, which shows an increase of 4,413 people from the 2001 census data. Specific race groups within Charnwood, which the population identified themselves as, are Indian (10,225 people), Other White (4,147 people), Bangladeshi (2,022 people), Chinese (1,943) and Other EU- Accession Countries (1.1% of people).

On Gypsy & Traveller community it is estimated across Leicester, Leicestershire and Rutland in 2012 was 588 families, many of whom may pass through Charnwood and the neighbouring areas.

Refugees and Asylum Seekers: In Loughborough there is a Home Office East Midlands Reporting Centre and Loughborough is recognised as a 'Town of Sanctuary' for refugee and asylum seekers to seek support. Therefore, we recognise that there may be a number of asylum seekers and refugees situated in, travelling through or visiting Charnwood.



Religion or Belief (& No Belief): Within Charnwood there are a number of religions and beliefs followed by local people, which include Buddhist, Christian, Hindu, Jewish, Muslim, Pagan, Sikh and Spiritualist faiths. In the 2011 census (55%) of the population identify themselves as being Christian, 5% Hindu, 2% are Muslim, 1% are Sikh and 1% are all other religions. 29% of Charnwood residents stated that they had no religion.

There are a number of areas where there remain gaps and/or lags in data reporting. Gaps include sexual orientation, maternity or pregnancy status and gender identity and reassignment status. This is due, in particular regard to LGBT+ communities, to ONS not capturing or reporting on this data, however it is assumed that between 6-10% of a given population will identify as Lesbian, Gay or Bisexual with estimates of between 0.5-1% identifying as Transgender or Non-Binary.

We will continue to monitor Census data releases in line with the ONS release schedule upon which we will update our monitoring activity and mitigative actions in line with national and international best practice.

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)

The data available highlights that Charnwood is an area which is largely representative of the England and Wales average with small divergences primarily in age. This is largely derived from the high number of students relative to the permanent, settled population of residents. For groups where data is not captured or currently held, we have no current plans to capture additional information. This is due to considerations for privacy and safety of particular at-risk groups e.g., Trans and Non-Binary people or, as in the case for pregnancy and maternity status data is captured elsewhere and has limited interoperability with local government or ONS capture and reporting systems.

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

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

There has been significant engagement to date which has informed the development of the investment plan, individual projects, governance approaches and reporting and monitoring activity, inter alia.

- **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. Please refer to the general duties on the front page.

Age	<p><b>Positive Impact</b></p> <p>There are significant opportunity to;</p> <ul style="list-style-type: none"> <li>i. Eliminate discrimination</li> <li>ii. Foster Good Relations</li> <li>iii. Delivery Equality of Opportunities</li> </ul>
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	<p>Across all project sponsors there is recognition of the critical need to support children and young people meet their aspirations and potential, particularly in light of the disproportion impact measures to reduce infection rates during the height of the pandemic caused. Reporting of isolation, poor socialisation and loneliness have all increased during and after the pandemic and were already rising during the 2010s. Via sporting, civic and social action the Investment Plan seeks to provide specific, high-quality provision for children and young people. Furthermore, the creation of volunteering and social action opportunities supports intergenerational exchanges and helps foster good relations between younger people and older people as these groups are more likely than working age adults to volunteer. This in turn tackles social isolation and loneliness in the two most at risk groups.</p>
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## Disability

- Physical
- Visual
- Hearing
- learning disabilities
- mental health

### **Positive Impact**

Several projects within the Investment Plan work specifically to improve access and equity for people with disabilities and support individuals and communities to fully participate in society regardless of impairment or disability.

Over 50% of the projects identified within the Investment Plan seek to support the equity or access for people with disabilities either explicitly via improved provision of accessible events, venues and activities. Or via activities with proven benefits for equity such as sport, civic and cultural engagement supporting people with disabilities to fully participate in society.

Gender Reassignment (Transgender)	<p><b>Neutral Impact</b></p> <p>All project sponsors have in place Equity, Diversity and Inclusion policies which support individuals and communities with protected characteristics. We will continue to work with partners to maintain best practice.</p>
Race	<p><b>Neutral Impact</b></p> <p>All project sponsors have in place Equity, Diversity and Inclusion policies which support individuals and communities with protected characteristics. We will continue to work with partners to maintain best practice.</p>
Religion or Belief (Includes no belief)	<p><b>Neutral Impact</b></p> <p>All project sponsors have in place Equity, Diversity and Inclusion policies which support individuals and communities with protected characteristics. We will continue to work with partners to maintain best practice.</p>
Sex (Gender)	<p><b>Neutral Impact</b></p> <p>All project sponsors have in place Equity, Diversity and Inclusion policies which support individuals and communities</p>



	with protected characteristics. We will continue to work with partners to maintain best practice.
Sexual Orientation	<b>Neutral Impact</b> All project sponsors have in place Equity, Diversity and Inclusion policies which support individuals and communities with protected characteristics. We will continue to work with partners to maintain best practice.
Other protected groups <ul style="list-style-type: none"> <li>• Pregnancy &amp; maternity</li> <li>• Marriage &amp; civil partnership</li> </ul>	<b>Neutral Impact</b> All project sponsors have in place Equity, Diversity and Inclusion policies which support individuals and communities with protected characteristics. We will continue to work with partners to maintain best practice.
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> </ul>	<b>Neutral Impact</b> All project sponsors have in place Equity, Diversity and Inclusion policies which support individuals and communities with protected characteristics. We will continue to work with partners to maintain best practice.

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.

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

We have not identified any adverse or negative impact arising from the Investment Plan. On-going monitoring and evaluation is designed to capture any adverse impact as soon as possible and mitigative action will be overseen and authorised, in consultation with the appropriate bodies and communities, via the Government's UK SPF monitoring and governance requirements.

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 described above, the approach taken to production of the Investment Plan has ensured there is a sustained commitment to closing disparity gaps between different groups with a particular focus on next generations and the health and well-being of Charnwood communities and is fully compliant with the Public Sector Equalities duty.

By focusing on making improvements to public realm, health and wellbeing and civic and cultural engagement the Investment Plan, when delivered, will create new and improved sites of citizen led action and engagement which supports the fostering of good relations via shared spaces and civic and cultural activity. It works for the elimination of discrimination, harassment and victimisation by forging stronger cross community relations both in terms of geographic spread and by protected characteristic. The Investment Plan supports equality of opportunity by taking a strength-based approach to the development of services for children and young people, encouraging greater civic engagement and the development of confidence amongst younger generations enabling them to inform, support and/or critique the

development of future services provision, providing opportunities to develop critical life skills such as teamwork, advocacy, presentation and organisation.

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

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

The Investment Plan will be subject to strategic delivery oversight by a Steering Group which will ask the Programme Manager to provide regular monitoring information. Additionally, the Programme Manager will require all project leads to provide information at both business case and project delivery stages about how they are including engagement with all relevant stakeholder groups across the community.

There is a robust monitoring, evaluation and reporting cycle as a funding condition which will assess both qualitative and quantitative measures of success of which a consideration of ongoing equity, diversity and inclusion issues are a part. All Council funded projects must commit to truthful and timely reporting of issues which may impact upon the Council execution of its equality duty. This is formally communicated to funding recipients via the grant awarding process.

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.

This EqIA and all subsequent monitoring activity will be reported to the Council’s corporate equalities officer and the relevant Strategic Director. They will raise any issues of required action at corporate leadership meetings and / or with the relevant Head(s) of Service.

● **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
	NONE.		

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

	Who needs to know?	How they will be informed (we have a legal duty to publish EIA’s)

Employees	UKSPF Project Team;	By email / meetings.
Service users	N/A	
Partners and stakeholders	Project Leads	By email / meetings
Others	Future Charnwood UKSPF Steering Group	By email / meetings.
	Public	Publication on CBC website
To ensure ease of access, what other communication needs/concerns are there?	None.	

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

Delete as appropriate
<b>I agree with this assessment</b>
If <i>disagree</i> , state action/s required, reasons and details of who is to carry them out with timescales below.
N/A
Signed (Service Head): 
Date: 8 <sup>th</sup> September 2022

Please send completed & signed assessment to **Vicky Brackenbury** for publishing.