

Equality Impact Assessment

Introduction

An Equality Impact Assessment (EIA) is required to ensure that equality is placed at the centre of policy development and review, as well as service delivery. The purpose of this EIA is to systematically analyse the likely impact of a service, policy or proposals on different community groups, and how the needs of such groups have been taken into account in developing those proposals.

The EIA can anticipate and recommend ways to avoid any discriminatory or negative consequences for a particular group, on the grounds of any protected characteristic. It provides the opportunity to demonstrate the potential benefits for equality target groups arising from a proposed policy or project.

The need for an EIA stems from the general duty placed on public authorities to eliminate unlawful discrimination in carrying out functions, and promote equality of opportunity. This is outlined in the Equality Act 2010, with specific public sector duties in place from April 2011.

1. Name of Policy or Service (existing or proposed)	
My Neighbourhood Plan Eastern	
2. Responsible Manager	
Rebecca Heap	
3. Date EIA completed	Review date
24 th May 2012	24 th May 2013
4. Description and aims of policy / service (including relevance to equalities)	
Project plan for the Eastern My Neighbourhood Forum.	
5. Who are the stakeholders?	
Residents, businesses, community groups in the Eastern My Neighbourhood Area and Partners eg, Lancashire County Council, Police, Probation Service, Schools, Health, Fire Service, Housing providers.	
6. What outcomes do we want to achieve?	
To engage with and involve the community in the delivery of the 10 projects within the Plan. These projects have been chosen and prioritised by the community .	
7. How will performance be measured?	
The projects will all be scoped and performance reported at the Forum meetings. Performance will also be monitored by the Council.	

8. Brief summary of research and background data

Corporate Plan,
Public Consultation,
Area Profile information.
Business data.
Joint Strategic Needs Assessment.
Parish Plan

9. Methods and outcome of consultation

Major public consultation through the Forum,
Consultation with Elected Members.
Consultation with the Police, Strategic Partnership, Health, Housing Associations.

10. Results of initial screening

The following questions have been considered in order to evaluate the various equality groups:-

Age – Is there any concern that these proposals could cause differential impact on the grounds of age? All age groups.

Disability – Is there any concern that these proposals could cause differential impact on the grounds of disability? Disability is recognised under the Equality Act as ‘a physical or mental impairment which has a substantial and long term effect on a person’s ability to carry out normal day to day activities.’

Gender Reassignment – Is there any concern that these proposals could cause differential impact on the grounds of gender reassignment? The Equality Act recognises this where a person is proposing to undergo, is undergoing, or has undergone a process (or part of a process) for changing sex.

Marriage / Civil Partnership – Is there any concern that these proposals could cause differential impact on the grounds of marriage or civil partnership? Under the Equality Act, no such protection exists for single or unmarried people.

Pregnancy / Maternity – Is there any concern that these proposals could cause differential impact on the grounds of pregnancy or maternity?

Race – Is there any concern that these proposals could cause differential impact on the grounds of race? Race is recognised under the Equality Act as a person’s skin colour, nationality or ethnic origin.

Sex – Is there any concern that these proposals could cause differential impact on the grounds of gender? Including men, women and transgender people.

Sexual Orientation – Is there any concern that these proposals could cause differential impact on the grounds of sexuality? Including heterosexual, gay, lesbian and bisexual people.

Religion or belief – Is there any concern that these proposals could cause differential impact on the grounds of religion or faith? All faiths recognised in the European Convention of Human Rights are included.

A commentary has been provided for each policy where appropriate – see Appendix A

11. Decisions and / or recommendations (including supporting rationale)

Initial assessment shows no project within the Eastern My Neighbourhood Plan has an adverse impact on sections of the community

12. Is an Equality Action Plan required?

No

Appendix A – Results of initial screening

Policy / service/ project	Protected Characteristics									Commentary
	Age	Disability	Gender reassignment	Marriage / civil p'ship	Pregnancy / maternity	Race	Religion or belief	Sex	Sexual Orientation	
Improvement scheme to provide sports and community facilities at Gregson Lane	+	+	0	0	0	0	0	0	0	The project will be inclusive of all young people and disability groups.
Wesley Street Mill – seek to develop the old mill area to the benefit of the community	0	0	0	0	0	0	0	0	0	Neutral
Higher Walton regeneration - village improvement scheme.	0	0	0	0	0	0	0	0	0	Neutral
Withy Grove Park improvements.	+	+	0	0	0	0	0	0	0	The project will work with local groups to improve the infrastructure of the park eg better footpaths, improved lighting, environmental improvements
Walton -Le - Dale community facilities	+	0	0	0	0	0	0	0	0	Research has highlighted the need for a centre to provide a space for meetings for activities such as Brownies and Scouts, and as a focal point for the community.
Activities for young people	+	0	0	0	0	0	0	0	0	
Accessing St Leonards schoolty.	+	0	0	0	0	0	0	0	0	Aims to address concerns re the dropoff and pick up of children from St Leonards School.

Allotments	O	O	O	O	O	O	O	O	O	impact on all sections of the community.
Bamber Bridge Improvements	+	+	+	+	+	+	+	+	+	Although yet to be scoped there is potential for benefits to all sectors of the community.
Work with Parish Councils and partners to develop Advice /drop in centre	+	+	+	+	+	+	+	+	+	Identified within the Samlesbury Village Plan. Although yet to be scoped there is potential for benefits to all sectors of the community.

Symbol	Impact
+	<i>Positive</i>
O	<i>Neutral / Negligible</i>
-	<i>Negative</i>
P	<i>Potential issue</i>

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1. Name of Policy or Service (existing or proposed)	
My Neighbourhood Plan Leyland	
2. Responsible Manager	
Rebecca Heap	
3. Date EIA completed	Review date
16 th May 2012	16 th May 2013
4. Description and aims of policy / service (including relevance to equalities)	
Project plan for the Leyland My Neighbourhood Forum.	
5. Who are the stakeholders?	
Residents, businesses, community groups in Leyland My Neighbourhood Area and Partners eg, Lancashire County Council, Police, Health, Fire Service, Housing providers, Northern Rail, Network Rail.	
6. What outcomes do we want to achieve?	
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7. How will performance be measured?

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8. Brief summary of research and background data

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Public Consultation,
Area Profile information.
Business data.
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10. Results of initial screening

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A commentary has been provided for each policy where appropriate – see Appendix A

11. Decisions and / or recommendations (including supporting rationale)

Initial assessment shows no project within the Leyland My Neighbourhood Plan has an adverse impact on sections of the community

12. Is an Equality Action Plan required?

No

Appendix A – Results of initial screening

Policy / service/ project	Protected Characteristics									Commentary
	Age	Disability	Gender reassignment	Marriage / civil p'ship	Pregnancy / maternity	Race	Religion or belief	Sex	Sexual Orientation	
Activities for young people - support a range of activities for young people across the local area.	+	+	0	0	0	+	+	+	+	The project will be inclusive of all young people.
Leyland Town Centre Improvements - support wide range of projects to regenerate Leyland Town Centre.	0	+	0	0	0	0	0	0	0	The project will develop and improve the built environment, working with businesses and improving accessibility to the Centre.
Worden Park Improvements including the sports pavilion	0	+	0	0	0	0	0	0	0	Work will improve access to the park facilities
Provision of a sports pavilion in Moss Side	+	0	0	0	0	0	0	0	0	The project will work with Moss Side Playing Fields , Leyland Warriors and other relevant sports teams.
"Welcome "features for Leyland	0	0	0	0	0	0	0	0	0	Neutral impact
Improve local centres - Moss Side, Seven Stars, Earnshaw Bridge, and Bannister Drive.	0	+	0	0	0	0	0	0	0	The project will include improving access to areas.

Deliver a range of local events across the community.	+	+	+	+	+	+	+	+	+	The events will be open to all.
Work with partners and residents to tackle illegal motorbike access on Moss Lane	+	+	+	+	+	+	+	+	+	Positive impact on all sections of the community.
Better use of buildings for community use.	+	+	+	+	+	+	+	+	+	Although yet to be scoped there is potential for benefits to all sectors of the community.
Leyland Station – support development and improvement of Leyland's stations	O	+	O	O	O	O	O	O	O	Agreed to work in partnership to secure additional funding to improve access.

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1. Name of Policy or Service (existing or proposed)	
My Neighbourhood Plan Penwortham	
2. Responsible Manager	
Rebecca Heap	
3. Date EIA completed	Review date
16 th May 2012	16 th May 2013
4. Description and aims of policy / service (including relevance to equalities)	
Project plan for the Penwortham My Neighbourhood Forum.	
5. Who are the stakeholders?	
Residents, businesses, community groups in Penwortham My Neighbourhood Area and Partners eg Penwortham Town Council, Police, Health, Lancashire County Council, Fire Service, Housing providers, United Utilities	
6. What outcomes do we want to achieve?	
To engage with and involve the community in the delivery of the 10 projects within the Plan. These projects have been chosen and prioritised by the community .	
7. How will performance be measured?	
The projects will all be scoped and performance reported at the Forum meetings. Performance will also be monitored by the Council.	

8. Brief summary of research and background data

Corporate Plan,
Penwortham Town Council Plan,
Public Consultation,
Area Profile information.
Business data.
Joint Strategic Needs Assessment

9. Methods and outcome of consultation

Major public consultation through the Forum,
Consultation at Town Council
Consultation with elected Members.
Consultation with the Police, Strategic Partnership, Health, Housing Associations., United Utilities
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10. Results of initial screening

The following questions have been considered in order to evaluate the various equality groups:-

Age – Is there any concern that these proposals could cause differential impact on the grounds of age? All age groups.

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11. Decisions and / or recommendations (including supporting rationale)

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12. Is an Equality Action Plan required?

No

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	Age	Disability	Gender reassignment	Marriage / civil p'ship	Pregnancy / maternity	Race	Religion or belief	Sex	Sexual Orientation	
Develop regeneration plans for the shopping area along Liverpool Road.	0	+	0	0	0	0	0	0	0	Improve street design which will assist those with physical disabilities.
Support new and existing community food growing projects	0	+	0	0	0	0	0	0	0	Support will be provided to include Disability groups.
Work with Penwortham Town Council for support and promote local Preston Guild celebrations across the community	+	+	0	0	0	+	+	0	0	Work will be inclusive of all sectors of the community
Work with partners to offer and promote activities for young people, including diversionary programmes in cross generational events.	+	+	0	0	0	+	0	0	0	Work will enhance the offer for young people in Penwortham
Pride in Penwortham – initiate a range of activities to encourage community involvement	+	+	+	+	+	+	+	+	+	The project will be inclusive of all sectors of the community.
Work with the Friends of Hurst Grange Park to attract funding and improve the		+	0	0	0	0	0	0	0	The project will include improving access to the park and movement inside the park.

park as a community asset and visitor attraction.	O									
Work with residents and landowners to develop land at the end of Mark Close into a community amenity / asset.	+	O	O	O	O	O	O	O	O	The project will improve the amenity for children and young people.
Support preservation and promotion of sites of historical interest.	O	O	O	O	O	O	O	O	O	Neutral
Blashaw wood – create a footpath / open up land at the back of Penwortham Priory towards Howick Green Lane.	+	+	O	O	O	O	O	O	O	Create a new community asset.
Work with United Utilities to develop a community amenity	+	+	O	O	O	O	O	O	O	Create a new community asset.

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1. Name of Policy or Service (existing or proposed)	
My Neighbourhood Plan Western Parishes	
2. Responsible Manager	
Rebecca Heap	
3. Date EIA completed	Review date
16 th May 2012	16 th May 2013
4. Description and aims of policy / service (including relevance to equalities)	
Project plan for the Western Parishes My Neighbourhood Forum.	
5. Who are the stakeholders?	
Residents, businesses, community groups in the Western Parishes My Neighbourhood Area and Partners eg, Parish Councils, Lancashire County Council, Police, Health, Fire Service, Housing providers.	
6. What outcomes do we want to achieve?	
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Parish Plans
Public Consultation,
Area Profile information.
Business data.
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11. Decisions and / or recommendations (including supporting rationale)

Initial assessment shows no project within the Western Parishes My Neighbourhood Plan has an adverse impact on sections of the community

12. Is an Equality Action Plan required?

No

Appendix A – Results of initial screening

Policy / service/ project	Protected Characteristics									Commentary
	Age	Disability	Gender reassignment	Marriage / civil p'ship	Pregnancy / maternity	Race	Religion or belief	Sex	Sexual Orientation	
Extend the Garden of Remembrance at New Longton All Saints Church.	+	0	0	0	0	0	0	0	0	Runshaw College has expressed an interest in students volunteering for the project.
Facilitate the development of an allotment site(s).	0	0	0	0	0	0	0	0	0	Neutral impact.
Support the development of Longton Methodist Chapel Marsh Lane.	0	0	0	0	0	0	0	0	0	Work will include removal of the fixed pews to provide a flexible space that can accommodate activities other than worship.
Support the development of the new village hall for Much Hoole.	+	+	+	0	+	+	+	+	+	A new village hall could incorporate facilities to accommodate basic health needs.
Work with Parish Councils and local residents to deliver a range of village improvements	+	+	+	+	+	+	+	+	+	Activities could benefit all.
Support parishes with an investigation into the feasibility of a BMX/skatepark facility in the area.	+	0	0	0	0	0	0	0	0	The project would provide an extra community facility for the children and young people of the Western Parishes.

Develop an improvement plan for the area around A and A Packaging and Champ Chicken, Walmer Bridge.	0	0	0	0	0	0	0	0	0	Project to be scoped 2013.
Local campaign to promote village pride and discourage dog fouling and littering, working with the Parish Councils.	0	0	0	0	0	0	0	0	0	Neutral impact
Support village clean up days.	0	0	0	0	0	0	0	0	0	Neutral impact.
Improve retail offer and associated parking facilities in Longton.	0	+	0	0	0	0	0	0	0	The scheme includes a review of parking in the centre.

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2. Responsible Manager	
Rebecca Heap	
3. Date EIA completed	Review date
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5. Who are the stakeholders?	
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My Neighbourhood Plan has an adverse impact on sections of the community

12. Is an Equality Action Plan required?

No

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Further deliver the Hope Gardens Project – a new nature park/ play area.	+	+	0	0	0	0	0	0	0	New community asset.
Support the committee in developing Lostock Hall Carnival to a more family friendly orientated sustainable event.	+	+	0	0	0	+	+	+	+	Benefits to numerous sections of the community.
Better local communication including notice boards and volunteers to help promote events and community activities	+	+	+	+	+	+	+	+	+	Potential to benefit all sectors of the community
Support local businesses and setting up local markets eg Farmers Markets.	0	0	0	0	0	0	0	0	0	Neutral impact
To promote respect with young people by working with schools and groups to provide positive activities.	+	0	0	0	0	0	0	0	0	
Working with the parish council to improve and regenerate the piece of open space at the top of Mill Street Farington.	+_	0	0	0	0	0	0	0	0	Link with school projects.

Project to make entrance points in Farington, Lostock Hall, Farington Moss more welcoming.	O	O	O	O	O	O	O	O	O	Neutral impact
Support agencies to reduce flooding and improve drainage in the area.	O	O	O	O	O	O	O	O	O	Neutral impact
Education on illegal parking and consequences of this in Central	O	O	O	O	O	O	O	O	O	Neutral impact.
Deliver a range of projects to engage the community and promote improvements to the environment.	+	+	O	O	O	O	O	O	O	Link with local schools projects.

Symbol	Impact
+	<i>Positive</i>
O	<i>Neutral / Negligible</i>
-	<i>Negative</i>
P	<i>Potential issue</i>