

Equality Impact Assessment (EIA) Form

Please read EIA guidelines when completing this form

1. Name of Service Area/Directorate

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| Name of Head of Service for area being assessed | Roger Allonby |
| Directorate | Economy and place |

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| Individual(s) completing this assessment | Name | Job Title |
| | Rob Ewing | Programme Manager |
| Date assessment completed | 10/09/2021 | |

2. What is being assessed

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| Activity being assessed (eg. policy, procedure, document, service redesign, strategy etc.) | Market Town Investment Plans (MTIPs) | |
| What is the aim, purpose and/or intended outcomes of this activity? | Economic development of market towns | |
| Name of lead for activity | Roger Allonby | |
| Who will be affected by the development and implementation of this activity? | <input type="checkbox"/> Service Users <input type="checkbox"/> Patients <input type="checkbox"/> Carers <input type="checkbox"/> Visitors | <input type="checkbox"/> Staff <input type="checkbox"/> Communities <input type="checkbox"/> Other Local businesses and their employees |
| Is this: | <input type="checkbox"/> Review of an existing activity <input type="checkbox"/> New activity <input type="checkbox"/> Planning to withdraw or reduce a service, activity or presence? | |
| What information and evidence have you reviewed to help inform this assessment? (name sources, eg demographic information for services/staff groups affected, complaints etc.) | Detailed stakeholder engagement in collaboration with Herefordshire Council and the Town Councils Indices of deprivation Review of strategies and policies and impact on each market town More detailed consultation will take place for each project during planning | |
| Summary of engagement or consultation undertaken (eg. who and how have you engaged with, or why do you believe this is not required) | Town Zoom meetings – wide range of stakeholders Written to each stakeholder Thematic stakeholder groups Young people's focus group Team Leominster | |
| Summary of relevant findings | For each town – series of projects that will improve the local economy and improve opportunities | |

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| | An equality impact assessment will be carried out for each potential project |
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3. The impact of this activity

Please consider the potential impact of this activity (during development and implementation) on each of the equality groups outlined below. **Please tick one or more impact box below for each Equality Group and explain your rationale.** Please note it is possible for the potential impact to be both positive and negative within the same equality group and this should be recorded. Remember to consider the impact on staff, public, patients, carers etc. in these equality groups.

| Equality Group | Potential <u>positive</u> impact | Potential <u>neutral</u> impact | Potential <u>negative</u> impact | Please explain your reasons for any potential positive, neutral or negative impact identified |
|---|----------------------------------|---------------------------------|----------------------------------|---|
| Age | x | | | Kington High Street regeneration will make the High Street more accessible |
| Disability | | | | Kington High Street regeneration will make the High Street more accessible |
| Gender Reassignment | | x | | |
| Marriage & Civil Partnerships | | x | | |
| Pregnancy & Maternity | x | | | Kington High Street regeneration will make the High Street more accessible |
| Race (including Travelling Communities and people of other nationalities) | | X | | |
| Religion & Belief | | X | | |
| Sex | | X | | |
| Sexual Orientation | | X | | |
| Other Vulnerable and Disadvantaged Groups (eg. carers, care leavers, homeless, social/ economic deprivation, etc) | | X | | |
| Health Inequalities (any preventable, unfair & unjust differences in health status between groups, populations or individuals that arise from the unequal distribution of social, environmental & economic conditions within societies) | x | | | Improving economic recovery post-Covid will increase job opportunities in the market towns |

| What actions will you take to mitigate any potential negative impacts? | Risk identified | Actions required to reduce/ eliminate negative impact | Who will lead on the action? | Timeframe |
|--|---------------------|--|------------------------------|-----------|
| | Group not consulted | Identify any additional consultees | RR | |
| | Project risk | Ensure EIA carried out during detailed project development | RA | |
| | Programme risk | Continue consultation during project development | RA | |

4. Monitoring and review

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| How will you monitor these actions? | The output from the market town investment plan project is a set of economic development strategies, one for each market town. Each strategy has identified a set of potential projects that will support the economic development of the market town. The projects have been identified and specified in the strategies but will only be commissioned once the feasibility is established and suitable funding has been identified. |
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| | A specific EIA will be developed for all commissioned projects. These project specific EIAs will identify the monitoring requirements for the project. |
| When will you review this EIA? (eg in a service redesign, this EIA should be revisited regularly throughout the design & implementation) | A process will be put in place to ensure that the MTIPs are kept up to date. This process will include the objective of reviewing the EIA for each MTIP and ensuring that EIAs are carried out for each commissioned project. |

5. Equality Statement

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics.
- Herefordshire Council will challenge discrimination, promote equality, respect human rights, and design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others.
- All staff are expected to deliver services and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics.

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| Signature of person completing EIA | Rob Ewing |
| Date signed | 10.09.2021 |