

# Community Infrastructure Levy Equality Impact Assessment

## Annex 1



# Equality Impact Assessment

*Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents, and believing that no one should have poorer life chances because of where, what or whom they were born, what they believe, or whether they have a disability. Equality recognises that historically, certain groups of people with particular characteristics e.g. race, disability, sex and sexuality, have experienced discrimination.*

*Equality and Human Rights Commission*

The purpose of identifying equalities issues and assessing the impact is to help make sure that the project reflects the needs of the all sections of the community. The process involves anticipating the potential positive and negative consequences (impacts) and putting plans in place to make sure that any negative impacts are eliminated or minimised, and that any opportunities for promoting equality are maximised, no matter how large or small the project may be.

## The ‘protected characteristics’ are:

**Age** – a person belonging to a particular age (eg. 18 year olds) or a range of ages (e.g. 18 – 30 year olds).

**Disability** – a person has a disability if (s)he has a physical or mental impairment which has a substantial and long term adverse affect on that person’s ability to carry out normal day-to-day activities.

**Gender reassignment** – the process of transitioning from one gender to another.

**Marriage and civil partnership** – marriage is defined as a legally recognised union between two individuals. Same sex couples can also have their relationships legally recognised as ‘civil partnerships’. Civil partners must be treated the same as married couples on a wide range of legal matters.

**Pregnancy and maternity** – pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

**Race** – refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins.

**Religion or belief** – religion has the meaning usually given to it but belief includes religious and philosophical beliefs including a lack of belief (e.g. atheism). Generally, a belief should affect your life choices or the way you live to be included in the definition.

**Sex** – a man or a woman.

**Sexual orientation** – whether a person’s sexual attraction is towards their own sex, the opposite sex or to both sexes.

## Other characteristics important to Test Valley:

**Socio-economic** – overall the borough is not deprived, but there are areas where there are high levels of deprivation, economic inactivity and low education achievement.

**Rural isolation** – Test Valley is a rural area and this can affect access to services and some people's ability to take advantage of opportunities available.

Issues to consider, assess and if required address when thinking about equalities and the impact of your proposal/project on potential users are listed below. These questions are designed to increase participation with users, make decisions that are justified, evidenced and relevant, and reduce the risk of unlawful discrimination.

- Which groups will be affected by the proposal/project?
- What are the likely positive and negative impacts for the 'protected' groups?
- Are any 'protected' groups more affected than others and why?
- How can any negative impacts be eliminated or minimised?
- How have any groups with 'protected characteristics' been consulted?

<b>Applicant:</b>		
<b>Person(s) completing the assessment:</b>		
<b>Date:</b>		
<b>Name of project being assessed:</b>		
<b>1.</b>	What are the aims, objectives, outcomes, purpose of the project that you are assessing?	
<b>2.</b>	Who implements or delivers the project?  State if this is delivered by more than one organisation/contractor.	
<b>3.</b>	Who will be affected by the project?	
<b>4.</b>	What are the likely <b>positive impacts</b> for the protected groups (see above)?  Are any particular groups more affected and why?	
<b>5.</b>	What are the likely <b>negative impacts</b> for the protected groups (see above)?  Are any particular groups affected more and why?	
<b>6.</b>	What consultation and engagement has taken place (or is planned) with the affected groups and other interested parties?	
<b>7.</b>	What plans do you have in place, or are developing, to mitigate the likely negative impacts, i.e. how will you reduce the impacted on the protected groups?	
<b>8.</b>	Please summarise or provide links to the information, data and research used in this assessment.	



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