

**INITIAL EQUALITY IMPACT ASSESSMENT**

<b>Name of Policy, Decision, Strategy, Service or Function, Other: (please indicate)</b>	Development of Allotment Sites In Rossendale	
<b>Lead Officer Name(s):</b>	Alison Wilkins	
<b>Job Title &amp; Location:</b>	Locality Manager	
<b>Department/Service Area:</b>	Health, Housing and Regeneration Department	
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<b>Date Assessment:</b>	<b>Commenced:</b> 18 November 2013	<b>Completed:</b> 29 January 2014

**We carry out Equality Impact Assessments (EIAs) to analyse the effects of our decisions, policies or practices. The EIA should be undertaken/started at the beginning of the policy development process – before any decisions are made.**

**1. Overview**

<b>The main aims/objectives of this policy<sup>1</sup> are:</b>
To set out proposals for the self- management of Free Lane Allotments in Helmshore by Free Lane Community Allotment Society and the development of two new community self- managed allotment sites in Loveclough and Stacksteads.

(Refer to **EIA Guidance** for details)

Is the policy or decision under review (please tick)

New/proposed

Modified/adapted

Existing

<sup>1</sup> Policy refers to any policy, strategy, project, procedure, function, decision or delivery of service.

<b>Responsible Section/Team</b>	Health, Housing and Regeneration	<b>Version</b>	1
<b>Responsible Author</b>	Alison Wilkins	<b>Due for review</b>	
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## 2. Equality Impact

Using the table below please indicate whether the policy/strategy/decision has a positive, negative or no impact **from an equalities perspective** on any of the protected equality groups listed below. **Please also give consideration to wider equality of opportunity and community cohesion impacts within and between the groups identified. If you have identified any negative impact and mitigating actions are not sufficient, you will need to complete a Full Equality Impact Assessment.**

Equality		Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts or reasons why it will be of positive benefit or contribution)	No Impact
<b>Age</b>	Older people	√ <input type="checkbox"/>	<input type="checkbox"/>	The development of further allotment sites in the Borough will benefit all equality groups by increasing the availability of allotments in response to demand.	<input type="checkbox"/>
	Younger people and children	√ <input type="checkbox"/>	<input type="checkbox"/>	The allotment associations are developing links with local schools and encouraging them to become involved in the allotments. Free Lane has a community allotment that local schools can work on.	<input type="checkbox"/>
<b>Disability</b>	Physical/learning/mental health	√ <input type="checkbox"/>	<input type="checkbox"/>	Free Lane has one disabled tenant who has limited use of their arms and several of the plots are suitable or could be easily adapted for wheelchair access. Consideration for wheelchair access will be given as the plots at Limey Valley and Stacksteads are developed.	<input type="checkbox"/>
<b>Gender Reassignment</b>	Transsexual people	√ <input type="checkbox"/>	<input type="checkbox"/>	As above	<input type="checkbox"/>
<b>Pregnancy and Maternity</b>		√ <input type="checkbox"/>	<input type="checkbox"/>	As above	<input type="checkbox"/>
<b>Race (Ethnicity or Nationality)</b>	Asian or Asian British people	√ <input type="checkbox"/>	<input type="checkbox"/>	As above	<input type="checkbox"/>
	Black or black British people	√ <input type="checkbox"/>	<input type="checkbox"/>	As above	<input type="checkbox"/>
	Irish people	√ <input type="checkbox"/>	<input type="checkbox"/>	As above	<input type="checkbox"/>
	White British	√ <input type="checkbox"/>	<input type="checkbox"/>	As above	<input type="checkbox"/>
	Chinese people	√ <input type="checkbox"/>	<input type="checkbox"/>	As above	<input type="checkbox"/>
	Gypsies & Travellers	√ <input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
	Other minority communities not listed above (please state)	√ <input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
<b>Belief or Religion</b>		<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
<b>Gender</b>	Women	√ <input type="checkbox"/>	<input type="checkbox"/>	As above	<input type="checkbox"/>

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Equality		Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts <u>or</u> reasons why it will be of positive benefit or contribution)	No Impact
	Men	√ <input type="checkbox"/>	<input type="checkbox"/>	As above	<input type="checkbox"/>
<b>Sexual Orientation</b>	Gay men, gay women / lesbians and bisexual people	√ <input type="checkbox"/>	<input type="checkbox"/>	As above	<input type="checkbox"/>
<b>Marriage and Civil Partnership</b> (employment only)		<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
<b>Contribution to equality of opportunity</b>		√ <input type="checkbox"/>	<input type="checkbox"/>	As above	<input type="checkbox"/>
<b>Contribution to fostering good relations between different groups (people getting on well together – valuing one another, respect and understanding)</b>		√ <input type="checkbox"/>	<input type="checkbox"/>	As above	<input type="checkbox"/>
<b>Human Rights</b> <a href="http://intranet/site/scripts/documents_info.php?categoryID=86&amp;documentID=251">http://intranet/site/scripts/documents_info.php?categoryID=86&amp;documentID=251</a>		√ <input type="checkbox"/>	<input type="checkbox"/>	All Council decisions will be undertaken in line with the Human Rights Act 1998.	<input type="checkbox"/>

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