

Equality Impact Assessment (EQIA)

The characteristics protected by the Equality Act 2010 are:

| | | |
|----------------------------|-----------------------------------|----------------------------|
| Disability | Age | Sex (gender) |
| Gender reassignment | Marriage/civil partnership | Pregnancy/maternity |
| Race | Sexual orientation | Religion/belief |

By law we must have due regard to the need to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act*
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it*
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.*

In effect, this means that we need to ensure that our policies and services are fair, equitable and proportionate and where possible mitigate against any adverse impacts on people from the different protected characteristics.

In addition to the above protected characteristics you should consider the impact of living in a **rural area** as part of this assessment. Where people live is not a characteristic protected by law, but for an organisation such as Babergh and Mid Suffolk District Councils it is good practice to consider carefully how location may affect people's experience of a policy or service.

The Rural-Urban definition, defines the rurality of very small census-based geographies. Census Output Areas forming settlements with populations of over 10,000 (which are urban), while the remainder are defined as one of three rural types: *town and fringe, village or hamlet and dispersed*.

| Details | |
|---|---|
| Service or policy title | Babergh & Mid Suffolk Business Grant Scheme |
| Lead officer <i>(responsible for the policy or service/function)</i> | Clare Free |
| Officers carrying out the EQIA <i>(at least one must have done EQIA training and it is recommended that an officer responsible for the policy or service/function is involved in completion)</i> | Dawn Easter |
| Is this new or a revision? <i>(If revision state when previous EQIA undertaken)</i> | New |
| Is this the first time this policy or function has been assessed? | Yes |
| Date of completing this EQIA | 3 April 2020 |

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| Description |
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| <p>What exactly is proposed? <i>(Describe the service/policy and the changes that are being planned)</i></p> <p>A new joint business grant scheme is to be launched in 2020 covering both Babergh & Mid Suffolk Districts. There are 4 different grants within the scheme, one of which is a High Street Premises Enhancement fund. This particular fund will help to improve accessibility in retail and commercial premises. The whole grant scheme was screened but only the High Street Premises Enhancement fund needs an EQIA, as it will be the one to have an impact on people suffering from a disability.</p> |
| <p>Why? <i>(Give reasons why these changes are being introduced)</i></p> <p>The High Street Premises Scheme is targeted at retail & commercial premises based in shopping centers and aims to improve physical access by disabled customers and shoppers.</p> |
| <p>What will the effect of the changes be? <i>(Describe which people, communities, localities etc. will be affected by the changes)</i></p> <p>Grants of up to £2,500 will be available to shops in town or village centers across the district to improve accessibility to customers. This can cover works such as nosing on steps, widening of doorways, ramps for doorways or removal of steps, hand-rails, portable ramps, power assisted doors, disabled access signs, door bells and training staff to assist disabled customers</p> |
| <p>How will it be implemented? <i>(Describe the decision making process, timescales, process for implementation)</i></p> <p>The new grants scheme is to be considered by both Cabinets in April 2020</p> |
| <p>When is it due to start? <i>(Planned start of new/revised policy/service)</i></p> <p>The scheme will be launched after Cabinet approval (or delegated officer approval) and when the on-line portal application forms have been designed and implemented, this is estimated to be June 2020</p> |
| <p>Any other relevant details</p> |

| Data about the population |
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| <p>What is the demographic profile or make up of the community you are serving? <i>(A brief overview of quantitative data used and qualitative research undertaken, including</i></p> |

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customer surveys and focus groups, plus links to reports, local or national data that you have used, suggested sources of information can be found at the end of this document)

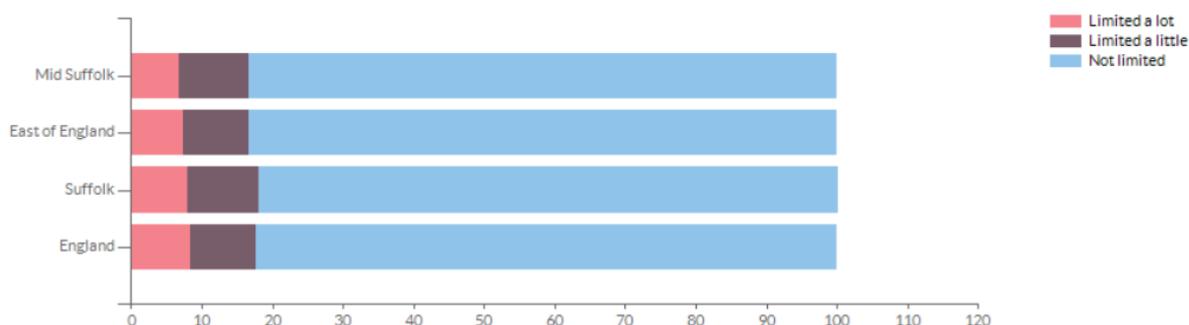
The data used for this assessment is from local and national data including Census 2011, ONS, Public Health England and department for Environment, Food and Rural Affairs. There is Suffolk focused site (Suffolk Observatory) that hold this information in one location. The website is <https://www.suffolkobservatory.info/>.

What is the profile or make up of your service users by protected characteristics?

Not known but will be of benefit to those suffering a disability that affects mobility. We do not have specific data on disabilities, we have used Census data regarding daily activity limitation. The question in the census was designed to capture self-assessed activity restrictions associated with health problems or impairments, which is an indicator of disability.

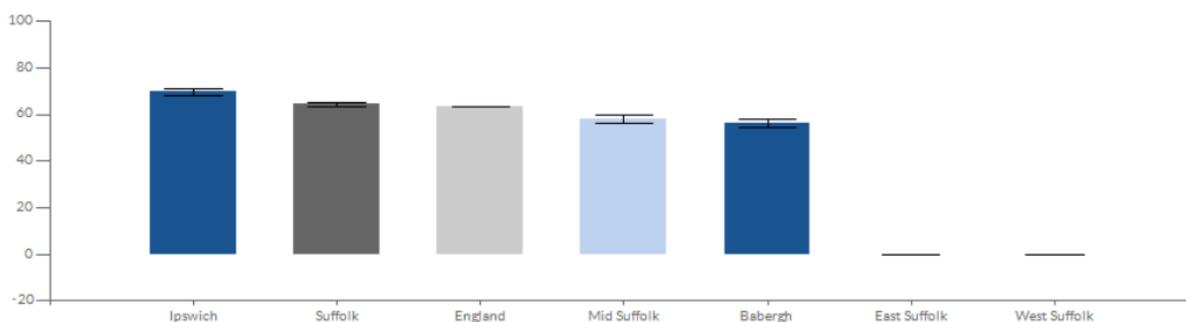
The chart below shows the percentage of the population in Mid Suffolk whose day-to-day activities are limited in Babergh in 2011, compared with the region and country. We are currently working with our disability forum to be able to collect more specific data of disability.

DAY-TO-DAY ACTIVITIES LIMITED



The chart both shows total births per 1,000 females aged 15-44 during 2010-2014 (5-year aggregated population) in Mid Suffolk. Confidence intervals have been calculated using Byar's Method for rates. The value for Mid Suffolk is 58.2 compared with a value of 63.2 for England so we are below average for birth rates.

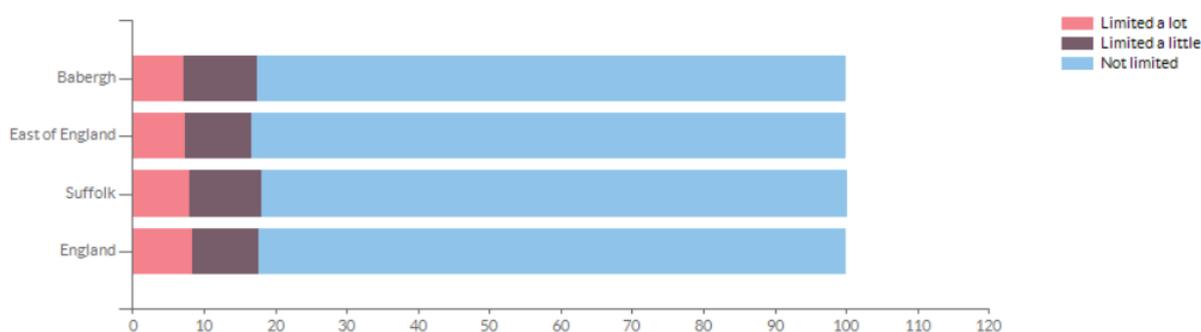
FERTILITY RATE



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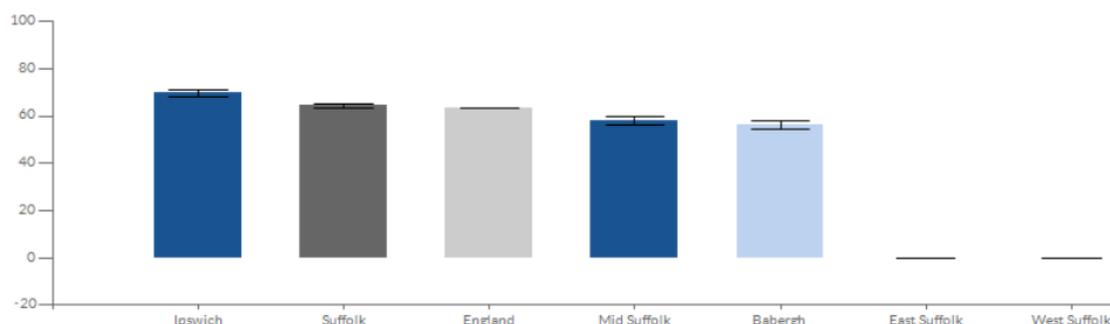
The chart below shows the percentage of the population in Babergh whose day-to-day activities are limited in Babergh in 2011, compared with the region and country. We are currently working on being able to collect more specific data of disability.

DAY-TO-DAY ACTIVITIES LIMITED



The chart both shows total births per 1,000 females aged 15-44 during 2010-2014 (5-year aggregated population) in Babergh. Confidence intervals have been calculated using Byar's Method for rates. The value for Babergh is 56.4 compared with a value of 63.2 for England so we are below average for birth rates.

FERTILITY RATE



Implications for communities and workforce

Disability

What is the impact on people with a disability (including children with additional needs) and what evidence do you have? *(If you do not believe there is any impact describe why not)*

Shops will be encouraged to improve accessibility to their premises, thus making their premises accessible to a wider range of customers

How does it have a positive or negative impact?

Positive

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| What could be done to mitigate any adverse impact or further promote positive impact? | Once the grant scheme is in place, shops with accessibility issues will be targeted and encouraged to apply for the grant with specific advice given on improvements needed in each premises. |
| Age | |
| What is the impact on people of different ages and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i> | Neutral |
| How does it have a positive or negative impact? | n/a |
| What could be done to mitigate any adverse impact or further promote positive impact? | |
| Sex (gender) | |
| What is the impact on people of different genders and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i> | Neutral |
| How does it have a positive or negative impact? | n/a |
| What could be done to mitigate any adverse impact or further promote positive impact? | |
| Gender reassignment | |
| What is the impact on people who have undergone gender reassignment (i.e. transgender people) and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i> | Neutral |
| How does it have a positive or negative impact? | n/a |
| What could be done to mitigate any adverse impact or further promote positive impact? | |
| Marriage/civil partnership | |
| What is the impact on people who are married or in a civil partnership and what | Neutral |

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| evidence do you have? <i>(If you do not believe there is any impact describe why not)</i> | |
| How does it have a positive or negative impact? | n/a |
| What could be done to mitigate any adverse impact or further promote positive impact? | |
| Pregnancy/maternity | |
| What is the impact on people who are pregnant women or those with a young child and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i> | Improvements to accessibility will be of benefit to other customers such as those with baby buggies & prams who may also have difficulty in entering or moving around shops. |
| How does it have a positive or negative impact? | Positive |
| What could be done to mitigate any adverse impact or further promote positive impact? | |
| Race | |
| What is the impact on people from different races or ethnic groups and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i> | Neutral |
| How does it have a positive or negative impact? | n/a |
| What could be done to mitigate any adverse impact or further promote positive impact? | |
| Sexual orientation | |
| What is the impact on people according to their sexual orientation and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i> | Neutral |
| How does it have a positive or negative impact? | n/a |
| What could be done to mitigate any adverse impact | |

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| or further promote positive impact? | |
| Religion/belief | |
| What is the impact on people according to their religion or belief and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i> | Neutral |
| How does it have a positive or negative impact? | n/a |
| What could be done to mitigate any adverse impact or further promote positive impact? | |

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|---|---|
| Rurality | |
| Where people live is not a characteristic protected by law: but for Babergh and Mid Suffolk District Councils it is good practice to consider carefully how location may affect people's experience of a policy or service. | |
| What is the impact on people according to whether they live in an urban or rural environment and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i> | The new grant scheme to improve premises accessibility will be available to most shops throughout both districts. Not only is it available to shops within town centres, but also those serving rural communities in village centres. |
| How does it have a positive or negative impact? | Positive, as more premises will be improved, thereby widening the ability to shoppers and customers to access their services. |
| What could be done to mitigate any adverse impact or further promote positive impact? | |

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| Making Decisions | |
| Having completed this equality impact assessment indicate which decision is recommended to be taken. | |
| Should the policy or service be implemented as the correct course of action? | Yes |
| Should the policy or service be amended as suggested by the report so that mitigating actions are taken to address | No |

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| an adverse or negative impact on any characteristic? | |
| Should the policy or service be reviewed and revised more significantly to take into account its impact on different groups? | No |
| Should the policy or service not be actioned as there are too many negative impacts? | No |

| Monitoring Impact | |
|---|---|
| Assessing the impact on equality is an ongoing process that does not end once a policy or service had been agreed or implemented. | |
| How frequently will the policy or service be reviewed? | 6monthly to review level of take up of grants |
| Who will be involved? | Economic Development Team |
| Will there need to be an action plan completed for any amendments? | No |
| What further evidence or consultation will be needed to check that the policy or service is working well? | None |

| Completion | |
|--------------------|----------------------------|
| Authors signature | Dawn Easter |
| Date of completion | 3 rd April 2020 |

Additional sources of data can be found on the following links:

<http://www.suffolkobservatory.info/Default.aspx>

<http://www.nomisweb.co.uk/>

<https://www.ons.gov.uk/>

<http://suffolkcf.org.uk/publications/hidden-needs-2016/>

<https://www.nao.org.uk/>

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