

# Equality Impact Assessment Form



**Directorate: Community Services**

**Service: Leisure, Cultural & Arts**

**Completed by: Stephen Kent**

**Date: 30/07/2015**

**Subject Title: Allotment Leases**

## 1. DESCRIPTION

Is a policy or strategy being produced or revised:	Yes	<i>*delete as appropriate</i>
Is a service being designed, redesigned or cutback:	No	
Is a commissioning plan or contract specification being developed:	No	
Is a budget being set or funding allocated:	No	
Is a programme or project being planned:	No	
Are recommendations being presented to senior managers and/or Councillors:	Yes	
Does the activity contribute to meeting our duties under the Equality Act 2010 and Public Sector Equality Duty ( <b>Eliminating unlawful discrimination/harassment, advancing equality of opportunity, fostering good relations</b> ):	No	
Details of the matter under consideration:	Extension of lease terms on the 2 statutory allotment sites owned by the Council from 7 to 25 years	

*If you answered **Yes** to any of the above go straight to Section 3*  
*If you answered **No** to all the above please complete Section 2*

## 2. RELEVANCE

Does the work being carried out impact on service users, staff or Councillors (stakeholders):	<i>*delete as appropriate</i>	
If <b>Yes</b> , provide details of how this impacts on service users, staff or Councillors (stakeholders): <i>If you answered <b>Yes</b> go to Section 3</i>		
If you answered <b>No</b> to both Sections 1 and 2 provide details of why there is no impact on these three groups: <i>You do not need to complete the rest of this form.</i>		

## 3. EVIDENCE COLLECTION

Who does the work being carried out impact on, i.e. who is/are the stakeholder(s)?	Local allotment societies
If the work being carried out relates to a universal service, who needs or uses it most? (Is there any particular group affected more than others)?	Significant percentage of older generation

Which of the protected characteristics are most relevant to the work being carried out?	
Age	Yes
Gender	No
Disability	No
Race and Culture	No
Sexual Orientation	No
Religion or Belief	No
Gender Reassignment	No
Marriage and Civil Partnership	No
Pregnancy and Maternity	No
<b>4. DATA ANALYSIS</b>	
In relation to the work being carried out, and the service/function in question, who is actually or currently using the service and why?	Local community for growing healthy food and healthy outdoor activity
What will the impact of the work being carried out be on usage/the stakeholders?	Increased ability to secure external grant funding to improve/develop the sites
What are people's views about the services? Are some customers more satisfied than others, and if so what are the reasons? Can these be affected by the proposals?	Community fully supports allotment provision. Increased external funding would create better provision for community use
What sources of data including consultation results have you used to analyse the impact of the work being carried out on users/stakeholders with protected characteristics?	None
If any further data/consultation is needed and is to be gathered, please specify:	N/A
<b>5. IMPACT OF DECISIONS</b>	
In what way will the changes impact on people with particular protected characteristics (either positively or negatively or in terms of disproportionate impact)?	Better/more secure allotment provision would particularly impact positively on the older population
<b>6. CONSIDERING THE IMPACT</b>	
If there is a negative impact what action can be taken to mitigate it? (If it is not possible or desirable to take actions to reduce the impact, explain why this is the case (e.g. legislative or financial drivers etc.).	N/A
What actions do you plan to take to address any other issues above?	On-going monitoring. <i>If no actions are planned state no actions</i>
<b>7. MONITORING AND REVIEWING</b>	
When will this assessment be reviewed and who will review it?	September 2016. Reviewing officer – Stephen Kent