



# Oadby and Wigston Borough Council

## TO COUNCILLOR:

G S Atwal  
T Barr  
L A Bentley  
G A Boulter  
J W Boyce

M L Darr  
B Dave  
Mrs L Eaton  
B Fahey  
D A Gamble (Vice-Chair)

J Kaufman  
K J Loydall  
Mrs S B Morris (Chair)  
R E R Morris

Dear Councillor et al,

I hereby summon you to attend a meeting of the **POLICY, FINANCE AND DEVELOPMENT COMMITTEE** to be held at the Council Offices, Station Road, Wigston on **TUESDAY, 29 MARCH 2016** at **7.00 PM** for the transaction of the business set out in the Agenda below.

Yours faithfully

Council Offices  
Wigston  
22 March 2016

Mark Hall  
Chief Executive

## AGENDA

## PAGE NO'S

- |   |       |
|---|-------|
| 12. Equality Assessments                                      | 1 - 4 |
| 14. Update on Open Spaces and Land Matters Across the Borough | 5 - 9 |



|  |                                   |                               |
|--|-----------------------------------|-------------------------------|
| <b>Policy, Finance and<br/>Development<br/>Committee</b> | <b>Tuesday, 29 March<br/>2016</b> | <b>Matter for Information</b> |
|--|-----------------------------------|-------------------------------|

**Title:** **Equality Assessments (EA's)**

**Author:** **Veronika Quintyne – Community Engagement Officer**

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## **1. Introduction**

The purpose of this report is to provide Members with information regarding Equality Assessments (EA's).

## **2. Recommendations**

That Members note the contents of the report regarding how to access EA's.

## **3. Information**

### **3.1. What is an Equality Assessment?**

An Equality Assessment is a tool for identifying the potential impact of the council's strategies, policies, services plans and functions on its customers and staff.

Equality Assessment's can anticipate the equality consequences of particular policy/service initiatives and ensure that as far as possible, any negative consequences for a particular group or sector of the community are eliminated, minimised or counterbalanced by other measures.

Equality Assessments are therefore essentially about service improvements and can help staff provide and deliver excellent services to customers by making sure that these reflect the needs of the community.

A toolkit has been produced to help managers undertake comprehensive and robust Equality Assessments of all their core services or functions, plans, strategies, policies, procedures and practices.

Please note that throughout this document the term „policy/service“ will be used to abbreviate for “functions, strategies, policies, plans, procedures and practices”.

**Equality Assessments are a relevant tool to evaluating the service we delivered to meet customer' need.**

The Equality Act 2010 brings together the three existing equality duties on race, disability and gender into new single Equality Duty. The new single Equality Duty covers the 9 protected characteristics of:

- Race;
- Gender;

- Disability;
- Age;
- Sexual Orientation;
- Religion/Belief;
- Pregnancy and maternity explicitly; and
- Gender re-assignment.

The Equality Duty requires all public authorities to have “**due regard**” to:

- Eliminate unlawful discrimination;
- Advance equality of opportunity; and
- Foster good relations between people who share a protected characteristic and those who do not.

The Council must assess which of its policies and services are relevant to the various equality strands, and set out how they will monitor policies/services for any adverse impact on equality.

For this we use an Equality Assessment form which includes an Initial Screening an EA Action Plan section has been circulated to all staff responsible for carrying out equality assessments.

A Toolkit is also used to assess whether the policies that guide our work, the procedures we operate and the day-to-day working practices we have developed are likely to have a positive or negative impact on different groups within Oadby and Wigston. Having made this assessment officers can take action to **prevent** direct and indirect discrimination and **promote** positive community relations.

A selection of relevant Equality Assessments from 2009 to 2015 are posted on the Council’s website.( see the link attached).A schedule of Equality Assessments is also regularly updated by the Council’s Community Engagement Officer. Access to this is by request. Not all Equality Assessments are required to be published under Equality Guidance. They are accessible by request.

In carrying out Equality Assessments good practice includes an assessment of needs and impact on other communities of interest which include (but is not exclusive to):

- gypsy and traveller communities;
- people with caring responsibilities;
- asylum seeker and refugee communities;
- migrant workers and other new arrivals;
- looked after children;
- deprived or disadvantaged communities (i.e. inequalities in health or education); and
- social inclusion and community cohesion.

### **3.2. Who is responsible for carrying out Equality Assessments?**

EA’s should be an integral part of policy development and in line with the statutory requirement, the Council must conduct EA’s as soon as a relevant new policy, function or service is considered. The ownership and responsibility for an EA lies at Head of

Service level. Service Managers and frontline staff are important in the assessment process as they will not only be involved in implementing the necessary actions identified following an assessment but also helping to integrate and mainstream equalities into service planning.

EA's will help us drive forward the equalities agenda locally and with our partners. The benefits of equality assessments include:

- Helping to identify whether we are excluding certain groups from our policies/ services; helping to identify any unmet need
- Helping to identify direct or indirect discrimination;
- Assisting us in considering alternative policies or measures or other ways of providing a service that might address any adverse impact;
- Helping to mainstream equality into our policies and practices; and
- Helping us to target resources more effectively.

A list of all Equality Assessments published by the Council can be found at the following link below.

[https://www.oadby-wigston.gov.uk/pages/equality\\_impact\\_assessments](https://www.oadby-wigston.gov.uk/pages/equality_impact_assessments)

There are a total of 23 EA's that have been completed against Policies and published. Further completed EA's will be published shortly. New EA's will be completed and published as per the guidance outlined in this report.

Most notably, where a substantial change has taken place with regard to a change of policy, service, planning etc it should undergo an initial review and in some cases a full review.

To support this three staff training days are planned for 2016. These are focussed on the authors of Equality Assessments.

The dates are: April 5<sup>th</sup>, April 7<sup>th</sup> and April 14<sup>th</sup> 2016.

#### **Background Documents:-**

The Equality and Human Rights Commission Information Guide on Equality Impact Assessments:

[http://www.equalityhumanrights.com/sites/default/files/documents/PSD/equality\\_impact\\_assessment\\_guidance\\_quick-start\\_guide.pdf](http://www.equalityhumanrights.com/sites/default/files/documents/PSD/equality_impact_assessment_guidance_quick-start_guide.pdf)

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| <b>Implications</b> |                              |
|---------------------|------------------------------|
| Financial (CR)      | No significant implications. |
| Legal (AC)          | No significant implications. |
| Risk (AC)           | No significant implications. |

|                 |                             |
|-----------------|-----------------------------|
| Equalities (VQ) | As contained in the report. |
|-----------------|-----------------------------|



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|--|-----------------------------------|--|
| <b>Policy, Finance and<br/>Development<br/>Committee</b> | <b>Tuesday, 29 March<br/>2016</b> | <b>Matter for Information<br/>and Decision</b> |
|--|-----------------------------------|--|

**Title:** Update On Open Spaces and Land Matters Across the Borough

**Author:** Anne Court – Director of Services and Monitoring Officer

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## 1. Introduction

This report updates Members on the position with some ongoing matters relating to Open Spaces and other areas of land across the Borough.

## 2. Recommendations

That Members:

- 2.1. Note the completion of the adoption of the open space play area at Florence Wragg way, Oadby as shown on the attached appendix A and the adoption of a further piece of open space at Hill Field, Oadby as shown on the attached appendix B.
- 2.2. Note the position with the sale of the Sports Ground at Leicester Road, Countesthorpe to Blaby District Council.
- 2.3. Note the receipt of £15,000 for the grant of rights of access over the Council owned access strip as shown on the attached appendix C for the construction and ongoing operation of the Solar Farm at Leicester Road, Countesthorpe.

## 3. Information

### 3.1. Open spaces at Florence Wragg Way and Hill Field, Oadby

Further to the report to this Committee on 27 October 2015, the transfer by way of gift from the developer to the Council has been completed. Earlier in July last year it was identified through the updating of the Council's land ownership records that this area of land, which the Council maintains together with the play area within it had not been formally transferred into the Council's ownership, following completion of the housing development some years ago.

As the above transfer was underway, a further small area of public open space in the centre of the housing development at Hill Field, Oadby, (within a very short distance of the above) was identified as an area to be maintained by the Council for consistency of maintenance. The developer, David Wilson Homes has agreed to gift the piece of land to the Council.

### 3.2. Sports Ground, Leicester Road, Countesthorpe

The transfer of this land to Blaby District Council as previously approved by this Committee will be completed in the next few weeks. The transfer is in the sum of £200,000 with an overage provision included within the contract that the Council receives 50% of the development value should the land be developed during the next

50 years.

### 3.3. Grant of Rights of Access to Land at Leicester Road, Countesthorpe at the rear of the Archery Field

The area of privately owned land at the rear of the Archery Field and adjacent to the above Sports Ground on Leicester Road, Countesthorpe is being developed as a Solar Farm, following the grant of planning permission in November 2015. The access strip off Leicester Road is within the Council's ownership, a Deed of Grant of Rights to the developer has been entered into for site access for the construction and maintenance of the Solar Farm for the sum of £15,000.

#### Background Documents:-

Report to Policy, Finance and Development Committee of 22 July 2014

Report to Policy, Finance and Development Committee of 27 October 2015

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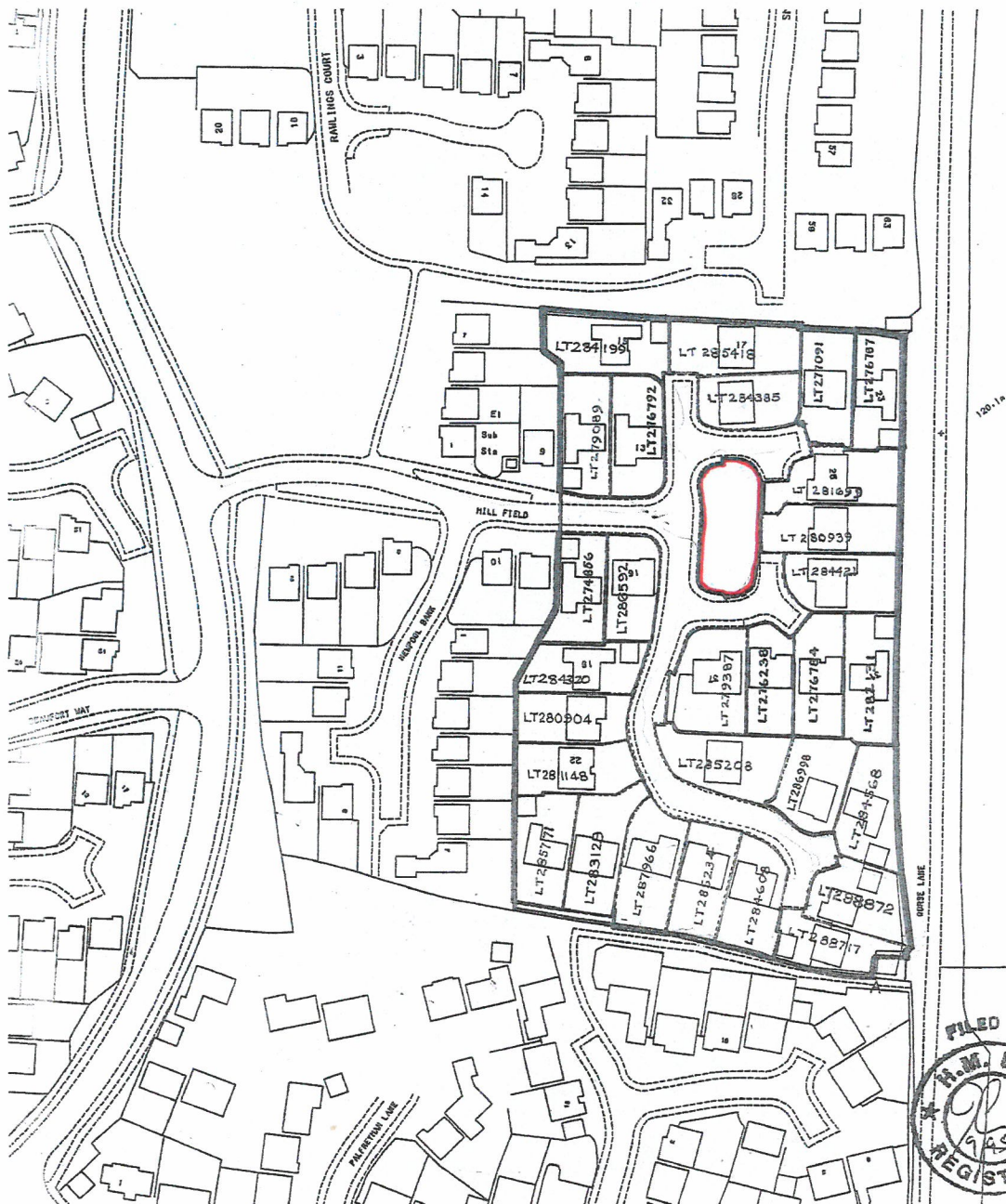
| Implications    |   |
|-----------------|---|
| Financial (CR)  | The revenue costs of ongoing maintenance are already included in the General Fund budget. |
| Legal (AC)      | No significant implications.  |
| Risk (AC)       | CR5 - Effective utilisation of assets.  |
| Equalities (AC) | No significant implications.  |





# APPENDIX B

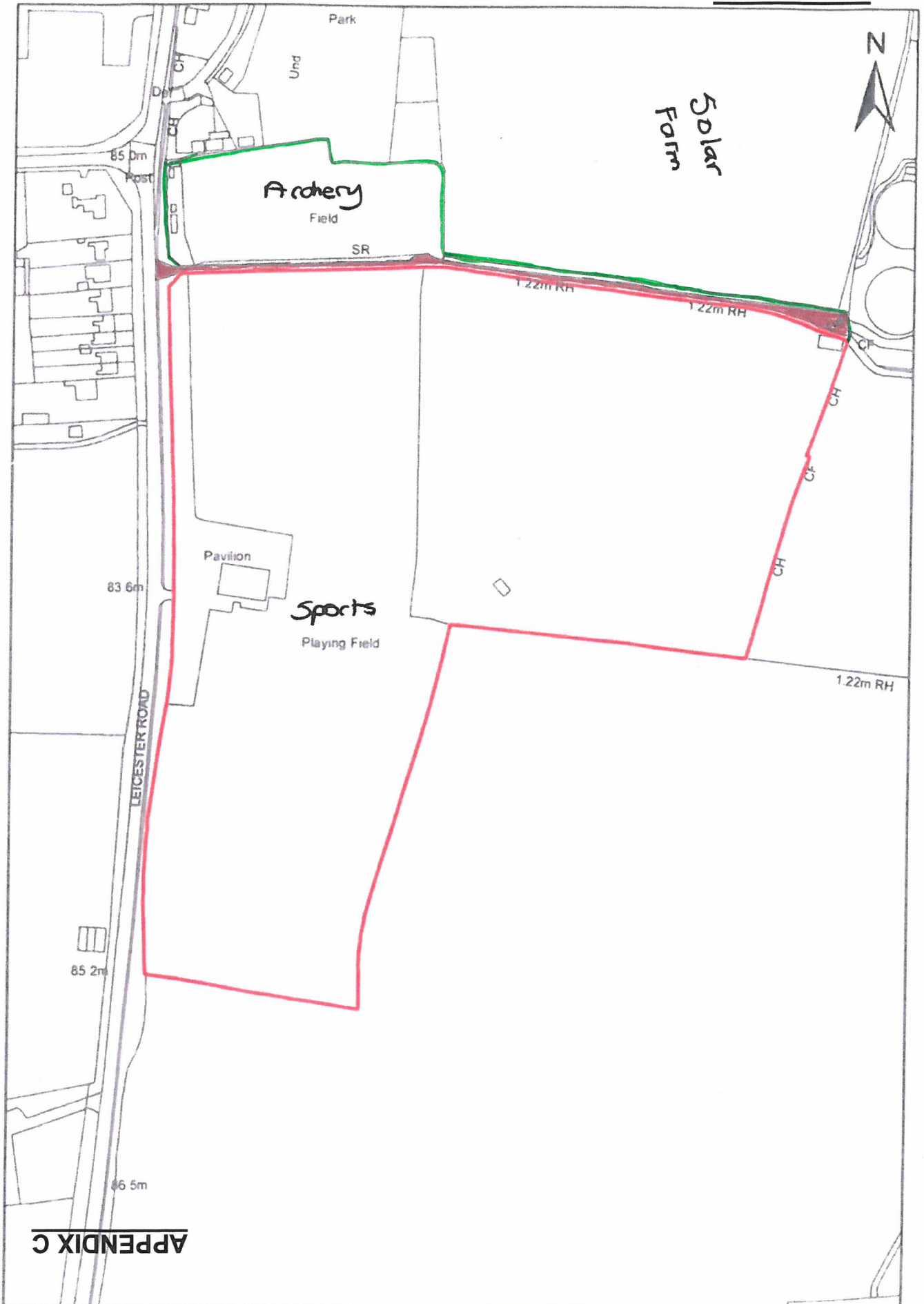
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| H.M. LAND REGISTRY                |                            | TITLE NUMBER<br><b>LT267106</b> |                        |  |
| ORDNANCE SURVEY<br>PLAN REFERENCE | SP6499                     | SECTION                         | D                      |   |
| COUNTY LEICESTERSHIRE             | DISTRICT OADBY AND WIGSTON |                                 | © Crown Copyright 1995 |   |



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**APPENDIX B**

Meadows Sports Ground, Leicester Road, Counties **APPENDIX C**



**APPENDIX C**