

Equality & Human Rights Impact Assessment (EHRIA)

This Equality and Human Rights Impact Assessment (EHRIA) will enable you to assess the **new, proposed or significantly changed** policy/ practice/ procedure/ function/ service** for equality and human rights implications.

Undertaking this assessment will help you to identify whether or not this policy/ practice/ procedure/ function/ service** may have an adverse impact on a particular community or group of people. It will ultimately ensure that as an Authority we do not discriminate and we are able to promote equality, diversity and human rights.

Before completing this form please refer to the EHRIA [guidance](#), for further information about undertaking and completing the assessment. For further advice and guidance, please contact your [Departmental Equalities Group](#) or equality@leics.gov.uk

***Please note: The term 'policy' will be used throughout this assessment as shorthand for policy, practice, procedure, function or service.*

| Key Details | |
|---|---|
| Name of policy being assessed: | A511 MRN Growth Corridor Scheme |
| Department and section: | Asset and Major Programmes Environment and Transport |
| Name of lead officer/ job title and others completing this assessment: | Angie Dunn Project Manager |
| Contact telephone numbers: | 0116 3058136 |
| Name of officer/s responsible for implementing this policy: | Angie Dunn Senior Engineer (Major Programmes) |
| Date EHRIA assessment started: | October 2019 |
| Date EHRIA assessment completed: | |

Section 1: Defining the policy

Section 1: Defining the policy

You should begin this assessment by defining and outlining the scope of this policy. You should consider the impact or likely impact of the policy in relation to all areas of equality, diversity and human rights, as outlined in Leicestershire County Council's Equality Strategy.

| 1 | <p>What is new or changed in this policy? <i>What has changed and why?</i></p> <p>The A511 Growth Corridor is a 15km, mainly single carriageway road that extends from the A50 Field Head junction (just west of the M1 Junction 22) to the A42 Junction 13 near Ashby-de-la-Zouch. The current road forms a bypass round the north of the town of Coalville in North West Leicestershire.</p> <p>The scheme will provide additional accessibility to and from housing and employment sites planned to the south east of Coalville. This will be achieved through the delivery of the new section of highway extending southwards from the A511 Bardon Road, into the southeast Coalville SUE, where an internal spine road will provide a continuous connection towards Grange Road.</p> | | | | | | | | | | | | | | |
|---|--|----|---|--|-----|----|------|---|---|--|--|--|---|--|---|
| 2 | <p>Does this relate to any other policy within your department, the Council or with other partner organisations? <i>If yes, please reference the relevant policy or EHRIA. If unknown, further investigation may be required.</i></p> <p>The proposed scheme will help to meet the objectives of the North West Leicestershire Local Plan and will help to improve travel across the Midlands in line with the Midlands Connect strategy.</p> | | | | | | | | | | | | | | |
| 3 | <p>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</p> <p>The proposed scheme aims to provide both local and regional benefits. The target people/groups of the scheme are the residents of Coalville and Markfield, those living in the area surrounding the District and those travelling through Coalville.</p> <p>Residents of Coalville and Markfield should experience the following changes:</p> <ul style="list-style-type: none"> - Less traffic travelling through the town and therefore reduced congestion and improvements to air quality, safety and visual amenity. - Increased access to housing and job opportunities as a consequence of the unlocking of land that the new road will enable. <p>The intended change for people driving through the town is free flowing road which will allow them to bypass Coalville town centre resulting in faster journey times and an improved driving experience.</p> | | | | | | | | | | | | | | |
| 4 | <p>Will this policy meet the Equality Act 2010 requirements to have due regard to the need to meet any of the following aspects? (Please tick and explain how)</p> <table border="1" data-bbox="277 1487 1410 2184"> <thead> <tr> <th data-bbox="277 1487 571 1525"></th> <th data-bbox="574 1487 684 1525">Yes</th> <th data-bbox="687 1487 798 1525">No</th> <th data-bbox="801 1487 1410 1525">How?</th> </tr> </thead> <tbody> <tr> <td data-bbox="277 1529 571 1742">Eliminate unlawful discrimination, harassment and victimisation</td> <td data-bbox="574 1529 684 1742" style="text-align: center;">✓</td> <td data-bbox="687 1529 798 1742"></td> <td data-bbox="801 1529 1410 1742">There is no evidence that the proposed scheme will result in unlawful discrimination, harassment or victimisation of any of the groups with protected characteristics.</td> </tr> <tr> <td data-bbox="277 1747 571 2184">Advance equality of opportunity between different groups</td> <td data-bbox="574 1747 684 2184" style="text-align: center;">✓</td> <td data-bbox="687 1747 798 2184"></td> <td data-bbox="801 1747 1410 2184">The proposed scheme has potential to advance equality of opportunity through enabling access to new housing and employment opportunities. However it is important that the development of such opportunities are monitored closely before, during and post scheme delivery to ensure that the benefits are received across different groups including those with protected characteristics. A reduction in traffic through the town could provide benefits to those who live in more deprived areas or who do not have access to a car through enhancing opportunities walking and cycling, increasing road safety, improving air quality and reducing levels of noise from traffic.</td> </tr> </tbody> </table> | | | | Yes | No | How? | Eliminate unlawful discrimination, harassment and victimisation | ✓ | | There is no evidence that the proposed scheme will result in unlawful discrimination, harassment or victimisation of any of the groups with protected characteristics. | Advance equality of opportunity between different groups | ✓ | | The proposed scheme has potential to advance equality of opportunity through enabling access to new housing and employment opportunities. However it is important that the development of such opportunities are monitored closely before, during and post scheme delivery to ensure that the benefits are received across different groups including those with protected characteristics. A reduction in traffic through the town could provide benefits to those who live in more deprived areas or who do not have access to a car through enhancing opportunities walking and cycling, increasing road safety, improving air quality and reducing levels of noise from traffic. |
| | Yes | No | How? | | | | | | | | | | | | |
| Eliminate unlawful discrimination, harassment and victimisation | ✓ | | There is no evidence that the proposed scheme will result in unlawful discrimination, harassment or victimisation of any of the groups with protected characteristics. | | | | | | | | | | | | |
| Advance equality of opportunity between different groups | ✓ | | The proposed scheme has potential to advance equality of opportunity through enabling access to new housing and employment opportunities. However it is important that the development of such opportunities are monitored closely before, during and post scheme delivery to ensure that the benefits are received across different groups including those with protected characteristics. A reduction in traffic through the town could provide benefits to those who live in more deprived areas or who do not have access to a car through enhancing opportunities walking and cycling, increasing road safety, improving air quality and reducing levels of noise from traffic. | | | | | | | | | | | | |

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| | Foster good relations between different groups | ✓ | | The scheme could help to foster good relations between different groups by alleviating issues associated with congestion and promoting community cohesion. |
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Section 2: Equality and Human Rights Impact Assessment (EHRIA) Screening

Section 2: Equality and Human Rights Impact Assessment Screening

The purpose of this section of the assessment is to help you decide if a full EHRIA is required.

If you have already identified that a full EHRIA is needed for this policy/ practice/ procedure/ function/ service, either via service planning processes or other means, then please go straight to [Section 3](#) on Page 7 of this document.

Section 2

A: Research and Consultation

| 5. | Have the target groups been consulted about the following? | Yes | No* |
|----|---|-----|-----|
| | a) their current needs and aspirations and what is important to them; | | ✓ |
| | b) any potential impact of this change on them (positive and negative, intended and unintended); | ✓ | |
| | c) potential barriers they may face | | ✓ |
| 6. | If the target groups have not been consulted directly, have representatives been consulted or research explored (e.g. Equality Mapping)? | | ✓ |
| 7. | Have other stakeholder groups/ secondary groups (e.g. carers of service users) been explored in terms of potential unintended impacts? | | ✓ |
| 8. | *If you answered 'no' to the question above, please use the space below to outline what consultation you are planning to undertake, or why you do not consider it to be necessary. | | |
| | <p>A four week public consultation has taken place from the 26th September to the 23rd October 2019. This included public exhibitions in Coalville and Markfield on the proposed scheme on the 3rd, 4th and 5th October. A website has been created which provides information and allows residents, landowners and businesses to provide feedback on the proposed scheme.</p> <p>The consultation feedback form requests demographic information which will be useful for identifying issues and view of the scheme amongst those with protected characteristics. However, there has been no direct consultation on equality issues with the public or the above organisations and it is therefore recommended that specific consultation takes place with these groups on issues identified in the EHRIA screening report. It is suggested that a small working group is set up comprising relevant groups to monitor the development of the proposed scheme and its benefits throughout all stages of development and post opening. This should help to support LCC in advancing equality of opportunity.</p> | | |

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Section 2

B: Monitoring Impact

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| 9. | Are there systems set up to: | Yes | No |
| | a) monitor impact (positive and negative, intended and unintended) for different groups; | | ✓ |
| | b) enable open feedback and suggestions from different communities | ✓ | |

Note: If no to Question 8, you will need to ensure that monitoring systems are established to check for impact on the protected characteristics.

Section 2

C: Potential Impact

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| 10. | Use the table below to specify if any individuals or community groups who identify with any of the ' protected characteristics ' may <u>potentially</u> be affected by this policy and describe any positive and negative impacts, including any barriers. | | |
| | Yes | No | Comments |
| | ✓ | | <p>Changes in road safety will have the most effect on vulnerable road users which include children, younger people and older people. This proposed scheme could result in potential positive impacts if a reduction in accidents is predicted or a negative impact if higher rate of accidents due to higher traffic speeds.</p> <p>Improving accessibility advances equality of opportunity for non-car drivers. Non-car drivers are most likely to be children, younger people and older people. Potential positive impacts could be created if walking and cycling improvements are enabled in the town and included as part of the proposed scheme.</p> <p>Construction may cause disruption and potential negative impacts associated with visual amenity, dust, air pollution, noise and vibration for residents living in the area especially those who are most likely to be at home during the day such as older people. It is not yet known the extent to which construction will impact on households and therefore further data is required on construction impacts and demographic data on affected households.</p> <p>Evidence¹ shows that children are particularly vulnerable to poor air quality and noise compared to the population overall and as such any changes in air quality and noise that could affect children need to be assessed. Older people and people with respiratory diseases are also more likely to be affected by air quality changes. Overall there could be negative impacts for households and relevant receptors within close proximity to the scheme and positive impacts for areas where traffic is expected to be reduced.</p> |

¹ Department for Transport TAG unit A4.2 Distributional Impact Appraisal January 2014

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| | | | | <p>Traffic can be a key cause of community severance and as such any changes to traffic flow can result in reduced/increased severance and community cohesion which can particularly affect younger and older people. This could create positive impacts where traffic has been reduced but potential negative impacts for households within close proximity to the proposed scheme.</p> <p>The scheme could advance equality of opportunity to employment should it increase the number and type of jobs in the area. This should provide positive impacts particularly for younger people if the proposed scheme enables employment opportunities aimed at young residents.</p> |
| Disability | ✓ | | | <p>Changes in road safety will have the most effect on vulnerable road users including people with disabilities. This could have potential positive impacts if a reduction in accidents is predicted or negative impacts could be experienced if higher rate of accidents occur as a consequence of increased traffic speeds.</p> <p>Traffic can be a key cause of community severance and as such any changes to traffic flow can result in reduced/increased severance and community cohesion. This could have positive impacts for people with disabilities where traffic has been reduced or potential negative impacts for those living within close proximity to the proposed scheme.</p> |
| Gender Reassignment | | ✓ | | |
| Marriage and Civil Partnership | | ✓ | | |
| Pregnancy and Maternity | | ✓ | | |
| Race | | ✓ | | |
| Religion or Belief | | ✓ | | |
| Sex | | ✓ | | |
| Sexual Orientation | | ✓ | | |
| Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged | ✓ | | | <p>Coalville has a higher than national average rate of homeless households and also has a high level of deprivation in terms housing and services in more rural areas of the district. Providing affordable housing advances equality of opportunity for people with lower incomes. Therefore potential positive impacts could be realised if affordable homes are developed as a result of the proposed scheme. The scheme could also result in the creation of jobs through growth of employment areas. This would result in potential positive impacts if these jobs were accessible to people from deprived or disadvantaged communities</p> <p>Changes in road safety will have the most effect on vulnerable road users which include people from deprived or disadvantaged communities. The proposed scheme</p> |

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| | communities | | | could result in positive impacts if reduction in accidents is predicted or negative impacts if higher rate of accidents occur as a consequence of increased traffic speeds. Improving accessibility advances equality of opportunity for non-car drivers and potential positive impacts of the scheme could be achieved if walking and cycling improvements are enabled in the town. Traffic can be key cause of community severance and as such any changes to traffic flow can result in positive impacts where traffic is reduced and negative impacts when increased. | |
| | Community Cohesion | ✓ | | Traffic can be a key cause of community severance and as such any changes to traffic flow can result in reduced/increased severance and community cohesion. | |
| 11. | <p>Are the human rights of individuals potentially affected by this proposal? Could there be an impact on human rights for any of the protected characteristics? (Please tick)</p> <p>Explain why you consider that any particular article in the Human Rights Act may apply to your policy/ practice/ function or procedure and how the human rights of individuals are likely to be affected below: [NB. Include positive and negative impacts as well as barriers in benefiting from the above proposal]</p> | | | | |
| | | | Yes | No | Comments |
| Part 1: The Convention- Rights and Freedoms | | | | | |
| | Article 2: Right to life | | | ✓ | |
| | Article 3: Right not to be tortured or treated in an inhuman or degrading way | | | ✓ | |
| | Article 4: Right not to be subjected to slavery/ forced labour | | | ✓ | |
| | Article 5: Right to liberty and security | | | ✓ | |
| | Article 6: Right to a fair trial | | | ✓ | |
| | Article 7: No punishment without law | | | ✓ | |
| | Article 8: Right to respect for private and family life | | | ✓ | |
| | Article 9: Right to freedom of thought, conscience and religion | | | ✓ | |
| | Article 10: Right to freedom of expression | | | ✓ | |
| | Article 11: Right to freedom of assembly and association | | | ✓ | |
| | Article 12: Right to marry | | | ✓ | |
| | Article 14: Right not to be discriminated against | | | ✓ | |

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| Part 2: The First Protocol | | | | |
| Article 1: Protection of property/ peaceful enjoyment | <input checked="" type="checkbox"/> | <input type="checkbox"/> | The proposed scheme will involve depriving people and or businesses of land or property and potentially require CPO. | |
| Article 2: Right to education | <input type="checkbox"/> | <input checked="" type="checkbox"/> | | |
| Article 3: Right to free elections | <input type="checkbox"/> | <input checked="" type="checkbox"/> | | |
| Section 2 | | | | |
| D: Decision | | | | |
| 12. | Is there evidence or any other reason to suggest that: | Yes | No | Unknown |
| | a) this policy could have a different affect or adverse impact on any section of the community; | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| | b) any section of the community may face barriers in benefiting from the proposal | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| 13. | Based on the answers to the questions above, what is the likely impact of this policy | | | |
| | No Impact <input type="checkbox"/> | Positive Impact <input type="checkbox"/> | Neutral Impact <input type="checkbox"/> | Negative Impact or Impact Unknown <input checked="" type="checkbox"/> |
| Note: If the decision is 'Negative Impact' or 'Impact Not Known' an EHRIA Report is required. | | | | |
| 14. | Is an EHRIA report required? | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> | |

Section 2: Completion of EHRIA Screening

Upon completion of the screening section of this assessment, you should have identified whether an EHRIA Report is required for further investigation of the impacts of this policy.

Option 1: If you identified that an EHRIA Report is required, continue to [Section 3](#) on Page 9 of this document to complete.

Option 2: If there are no equality, diversity or human rights impacts identified and an EHRIA report is not required, continue to [Section 4](#) on Page 16 of this document to complete.

Section 3: Equality and Human Rights Impact Assessment (EHRIA) Report

Section 3: Equality and Human Rights Impact Assessment Report

This part of the assessment will help you to think thoroughly about the impact of this policy and to critically examine whether it is likely to have a positive or negative impact on different groups within our diverse community. It is also to identify any barriers that may detrimentally affect under-represented communities or groups, who may be disadvantaged by the way in which we carry out our business.

Using the information gathered either within the EHRIA Screening or independently of this process, this EHRIA Report should be used to consider the impact or likely impact of the policy in relation to all areas of equality, diversity and human rights as outlined in Leicestershire County Council's Equality Strategy.

Section 3

A: Research and Consultation

When considering the target groups it is important to think about whether new data needs to be collected or whether there is any existing research that can be utilised.

- 15.** Based on the gaps identified either in the EHRIA Screening or independently of this process, how have you now explored the following and what does this information/data tell you about each of the diverse groups?
- a) current needs and aspirations and what is important to individuals and community groups (including human rights);
 - b) likely impacts (positive and negative, intended and unintended) to individuals and community groups (including human rights);
 - c) likely barriers that individuals and community groups may face (including human rights)

An outline business case, Environmental Statement and traffic assessment have been carried out to assess and identify the likely impacts of the North & East MMDR. These documents identify that the proposed scheme is likely to provide a range of direct and indirect benefits that can be shared by groups with protected characteristics.

These include:

- An increased opportunity for active travel along the extent of the proposed route and Coalville and Markfield.
- A predicted reduction in road accident casualties for vulnerable road users (including pedestrians, cyclist and motorcyclists) in the study area.
- Environmental benefits including improved air quality and reduction in noise for residential properties within in Coalville and Markfield resulting in health and well-being benefits.
- Construction of the proposed scheme will provide direct employment opportunities which can be shared by groups with protected characteristics. An inclusive procurement policy should help to provide opportunities for all.
- Approval of the planning application for the proposed scheme would also allow the accelerated delivery of the Local Plan and the significant economic growth of the Coalville including new housing and employment opportunities. This includes provision for affordable housing, extra care and accessible housing and dwellings of varying sizes and types benefitting a wide range of households including young people, those on low incomes, older people, disabled people and families with children.

However, there are a number of potential impacts of the proposed scheme for which groups with protected characteristics may experience disproportionate or differential effects. These include:

- An increase in day and night time exposure to construction and traffic noise for residential properties along the route of the scheme with potential differential impacts for **children and older people**. A disproportionate proportion of **low income households** are likely to be effected;
- Increase in pollutant concentrations along the extent of the proposed scheme route during construction and operation;
- An predicted increased rate of road accident casualties overall as a result of the scheme with a disproportionate number of predicted accidents involving **older people and people aged 16-25**;
- Temporary diversions and closures to public rights of way and footpaths as well as permanent changes to routes involving crossings of the proposed scheme. This may have a differential impact on people with mobility issues and footpaths that have a higher use of groups with protected characteristics.
- Increased provision of additional housing is identified as a residual benefit of the proposed scheme with housing developments at the South and North Sustainable neighbourhoods being enabled due to the connection to the highway network. However, affordability barriers may prevent certain groups, including low income households, young people and older people households, from sharing in this benefit. The developments will include extra care and accessible housing and a variety of tenures and types but only 15% affordable housing which is the lowest allocation for developments within the Local Plan. Ensuring that the affordable housing is provided to similar timescales will help to ensure that benefits are shared equally.
- Although the proposed scheme does not include the demolition of any residential properties and such it is not expected that the exercise of CPO powers is required, there is a need for the Council to use land owned by residential and commercial properties for the purposes of constructing the scheme. It is important that in by doing so the Council do all within their means to adhere to the Human Rights Act 1998.

16. Is any further research, data collection or evidence required to fill any gaps in your understanding of the potential or known affects of the policy on target groups?

No, the evidence provided as part of the outline business case, Environmental Statement and feedback from the consultation process is sufficient to understand the effects of the proposed scheme on target groups.

When considering who is affected by this proposed policy, it is important to think about consulting with and involving a range of service users, staff or other stakeholders who may be affected as part of the proposal.

17. Based on the gaps identified either in the EHRIA Screening or independently of this process, how have you further consulted with those affected on the likely impact and what does this consultation tell you about each of the diverse groups?

General consultation has been undertaken with stakeholders and the public. Those with diverse needs have been included within the consultation process and have been able to provide their views on the proposed scheme. Consultation feedback has not highlighted any particular issues disproportionately or differentially affecting each of the diverse groups.

18. Is any further consultation required to fill any gaps in your understanding of the potential or known effects of the policy on target groups?

No, but LCC should collaborate with local access forums and disability groups to ensure appropriate design for facilities for non-motorised users within the vicinity of the scheme. In particular, this should be undertaken with regards to the current Public Rights of way network, where it intersects with the proposed scheme.

Effective consultation and engagement with affected stakeholders and the local community is important for community cohesion and to ensure that all groups with protected characteristics can benefit from the proposed scheme. A clear and on-going engagement strategy should be developed for this purpose.

Section 3

B: Recognised Impact

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| 19. | Based on any evidence and findings, use the table below to specify if any individuals or community groups who identify with any 'protected characteristics' are <u>likely</u> be affected by this policy. Describe any positive and negative impacts, including what barriers these individuals or groups may face. | |
| | Comments | |
| | Age | <p>An increase in pollutant concentrations and noise levels along the extent of the proposed scheme route during construction and operation phases would have a potential negative differential impact on children. Older people are more likely to be at home during the day and therefore receive a disproportionate impact. However, these age groups are also likely to receive differential and disproportionate benefits as a result of improved air quality and reduced noise from traffic for residential properties within Coalville and Markfield.</p> <p>There is a predicted increased rate of road accident casualties overall as a result of the scheme and a disproportionate number of these involve older people and people aged 16-25. However, road accident casualties involving children are predicted to decrease.</p> <p>Approval of the planning application for the proposed scheme would also allow the accelerated delivery of the Local Plan and the significant economic growth of Coalville including new housing and employment opportunities. This includes provision for affordable housing, extra care and accessible housing and dwellings of varying sizes and types benefitting a wide range of households including young people, older people, and families with children.</p> |
| | Disability | <p>Approval of the planning application for the proposed scheme would allow the accelerated delivery of the Local Plan and the significant economic growth of Coalville including new housing and employment opportunities. This includes provision for extra care and accessible housing benefitting people with disabilities.</p> <p>The proposed scheme will result in temporary diversions and closures to public rights of way and footpaths as well as permanent changes to routes involving crossings of the route. This may have a differential impact on people with mobility issues.</p> |
| | Gender Reassignment | No positive or negative impacts are predicted for this protected characteristic as a result of the proposed scheme. |
| | Marriage and Civil Partnership | No positive or negative impacts are predicted for this protected characteristic as a result of the proposed scheme. |
| | Pregnancy and Maternity | No positive or negative impacts are predicted for this protected characteristic as a result of the proposed scheme. |
| | Race | No positive or negative impacts are predicted for this protected characteristic as a result of the proposed scheme. |
| | Religion or Belief | No positive or negative impacts are predicted for this protected characteristic as a result of the proposed scheme. |
| | Sex | No positive or negative impacts are predicted for this protected characteristic as a result of the proposed scheme. |

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| | Sexual Orientation | No positive or negative impacts are predicted for this protected characteristic as a result of the proposed scheme. |
| | Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities | Increased provision of additional housing is identified as a residual benefit of the proposed scheme with housing developments at the South and North Sustainable neighbourhoods being enabled due to the connection to the highway network. However, affordability barriers may prevent certain groups, including low income households, from sharing in this benefit. The proposed scheme will provide shared footway/cycle paths encouraging more walking and cycling. This will provide an increased opportunity for active travel and associated benefits for physical health that can be shared by groups with protected characteristics. |
| | Community Cohesion | Traffic can be a key cause of community severance and as such reduced traffic flow in Coalville and Markfield can potentially result in reduced severance and increased community cohesion. |

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| 20. | Based on any evidence and findings, use the table below to specify if any particular Articles in the Human Rights Act are <u>likely</u> apply to your policy. Are the human rights of any individuals or community groups affected by this proposal? Is there an impact on human rights for any of the protected characteristics? | |
| | | Comments |
| | Part 1: The Convention- Rights and Freedoms | |
| | Article 2: Right to life | n/a |
| | Article 3: Right not to be tortured or treated in an inhuman or degrading way | n/a |
| | Article 4: Right not to be subjected to slavery/ forced labour | n/a |
| | Article 5: Right to liberty and security | n/a |
| | Article 6: Right to a fair trial | n/a |
| | Article 7: No punishment without law | n/a |
| | Article 8: Right to respect for private and family life | n/a |
| | Article 9: Right to freedom of thought, conscience and religion | n/a |
| | Article 10: Right to freedom of | n/a |

| | | |
|---|---|---|
| | expression | |
| | Article 11: Right to freedom of assembly and association | n/a |
| | Article 12: Right to marry | n/a |
| | Article 14: Right not to be discriminated against | n/a |
| | Part 2: The First Protocol | |
| | Article 1: Protection of property/ peaceful enjoyment | The proposed scheme does not include the demolition of any residential properties and such it is not expected that the exercise of CPO powers is required. However, there is a need for the Council to use land owned by residential and commercial properties for the purposes of constructing the scheme. It is important that in by doing so the Council do all within their means to adhere to the Human Rights Act 1998 by mitigating against negative impacts by minimizing disruption. |
| | Article 2: Right to education | |
| | Article 3: Right to free elections | |
| Section 3 | | |
| C: Mitigating and Assessing the Impact | | |
| Taking into account the research, data, consultation and information you have reviewed and/or carried out as part of this EHRIA, it is now essential to assess the impact of the policy. | | |
| 21. | If you consider there to be actual or potential adverse impact or discrimination, please outline this below. State whether it is justifiable or legitimate and give reasons. | |
| Potential adverse impacts identified through the assessment can be mitigated by appropriate measures and are therefore justifiable and legitimate. The proposed scheme will also result in benefits for groups with protected characteristics and provide opportunities for advancing equality. | | |
| N.B. | | |
| i) If you have identified adverse impact or discrimination that is <u>illegal</u> , you are required to take action to remedy this immediately. | | |
| ii) If you have identified adverse impact or discrimination that is <u>justifiable or legitimate</u> , you will need to consider what actions can be taken to mitigate its effect on those groups of people. | | |
| 22. | Where there are potential barriers, negative impacts identified and/or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination. | |
| | a) include any relevant research and consultations findings which highlight the best way in which to minimise negative impact or discrimination | |
| | b) consider what barriers you can remove, whether reasonable adjustments may be necessary, and how any unmet needs that you have identified can be addressed | |

c) if you are not addressing any negative impacts (including human rights) or potential barriers identified for a particular group, please explain why

The following mitigation measures and recommendations should help to minimise all negative impact or discrimination and/or enhance opportunities for advancing equality:

Embedded mitigation measures include:

- Crossing points and refuge islands to ensure continuation of Public Rights of Way intersecting with the proposed scheme.
- Use of clear signposting for non-motorised users during construction of the proposed scheme.
- Temporary access diversion routes for residents and users of facilities during construction.
- Reducing noise impacts during construction by minimising night time work, no use of vibratory equipment at night and good communication with residents, particularly for night time works.
- Reducing noise impacts during operation through use of appropriate noise measure such as noise barriers and low noise surfacing.
- Standard best practice dust mitigation measures to reduce impacts of increased pollutant concentrations caused by construction.
- Use of appropriate air quality mitigation measures in relation to effects will be incorporated during operation of the proposed scheme as far as possible.

Further recommendations for minimising negative impacts are as follows:

- Following a planning decision, LCC should develop a renewed strategy for ongoing wide-ranging stakeholder engagement. Engagement should seek to be inclusive and accessible and take into account any specific needs associated with groups with protected characteristics in the area so that they are able to fully participate. Clear diversity monitoring of engagement events and activities should be undertaken to ensure equal representation.
- LCC must ensure that they are compatible with Protocol 1, Section 1 of the Human Rights Act and ensure that it is in the public interest to disrupt a person's peaceful enjoyment of their property as a result of the construction of the proposed scheme.
- Groups with protected characteristics should be able to benefit from the improved safety, access and space for pedestrians and cyclists. A local access forum should be involved in the design and location of crossing, refuges and traffic islands to ensure that the needs of those with mobility issues are considered and appropriately provided for.
- Jobseekers in the area should be able to share in direct and indirect newly created employment opportunities and be supported to ensure that they aware of job opportunities in the area. A local employment and procurement policy would help to ensure that recruitment involving contractors during the construction stage and businesses at the operation stage is inclusive and that opportunities are available to all groups with protected characteristics. This should include a requirement for contractors to adhere to national or local schemes to promote employment amongst under-represented equality groups, e.g. the Disability Two Ticks scheme.
- The construction management plan for the proposed scheme should take into account the various needs of those with protected characteristics including language requirements for information purposes, accessibility issues in the vicinity of construction sites and communications with schools regarding the dangers of construction sites.
- Targeted road safety campaigns, clear signage and provision for clearly marked rest areas should be delivered as part of the scheme to reduce the disproportionate adverse impacts of increased road accident casualties for older and younger car drivers.
- Monitoring of equality and human rights impacts should be included as part of the proposed scheme's Monitoring and Evaluation Plan. This should use Table 7-1 of this full EHRIA report for the proposed scheme as a basis on which to track and update impacts throughout the design, development and construction of the proposed scheme.
- The monitoring plan should also seek to review how the proposed benefits of the scheme will be realised by groups with protected characteristics once operational. It is recommended that a member of the project team is given responsibility for tracking and updating the equalities and human rights actions within the monitoring plan.

Section 3

D: Making a decision

23. Summarise your findings and give an overview as to whether the policy will meet

| | |
|--|---|
| | Leicestershire County Council's responsibilities in relation to equality, diversity, community cohesion and human rights. |
| <p>Providing the embedded mitigation and recommendations outlined above are implemented, then the proposed scheme should meet its responsibility in relation to equality, diversity community cohesion and human rights.</p> | |

Section 3

E: Monitoring, evaluation & review of your policy

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|-----|---|
| 24. | <p>Are there processes in place to review the findings of this EHRIA and make appropriate changes? In particular, how will you monitor potential barriers and any positive/ negative impact?</p> <p>A monitoring plan will be set up by LCC on approval of the planning application in addition to completion of the equality and human rights improvement plan below. This will be based on the findings of the EHRIA.</p> |
| 25. | <p>How will the recommendations of this assessment be built into wider planning and review processes? <i>e.g. policy reviews, annual plans and use of performance management systems</i></p> <p>A monitoring plan will be set up by LCC on approval of the planning application in addition to completion of the equality and human rights improvement plan below. This will be based on the findings of the EHRIA.</p> |

**Section 3:
F: Equality and human rights improvement plan**

Please list all the equality objectives, actions and targets that result from the Equality and Human Rights Impact Assessment (EHRIA) (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

| Equality Objective | Action | Target | Officer Responsible | By when |
|---------------------------|---------------|---------------|----------------------------|----------------|
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Section 4: Sign off and scrutiny

Upon completion, the Lead Officer completing this assessment is required to sign the document in the section below.

It is required that this Equality and Human Rights Impact Assessment (EHRIA) is scrutinised by your [Departmental Equalities Group](#) and signed off by the Chair of the Group.

Once scrutiny and sign off has taken place, a depersonalised version of this EHRIA should be published on Leicestershire County Council's website. Please send a copy of this form to louisa.jordan@leics.gov.uk, Members Secretariat, in the Chief Executive's department for publishing.

Section 4

A: Sign Off and Scrutiny

Confirm, as appropriate, which elements of the EHRIA have been completed and are required for sign off and scrutiny.

Equality and Human Rights Assessment Screening

Equality and Human Rights Assessment Report

1st Authorised Signature (EHRIA Lead Officer):

Date:

2nd Authorised Signature (DEG Chair):

Date: