

Equality Impact Assessment Form

Before completing this form, please refer to [the supporting guidance document](#)

The purpose of this form is to aid the Council in meeting the requirements of the Public Sector Equality Duty contained in the Equality Act 2010. This requires the Council to have “due regard” of the impact of its actions on the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations between persons who share a relevant protected characteristic and those who do not.

The assessment is used to identify and record any concerns and potential risks. The following actions can then be taken to address these issues.

- Remove risks: abandon the proposed policy or practice
- Mitigate risks – amend the proposed policy or practice so that risks are reduced
- Justify policy or practice in terms of other objectives

Once the EIA has been approved by the Senior Responsible Officer, please ensure that a copy is placed on the SharePoint folder: “Equalities Board, EIAs”

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| 1- Policy details | |
| Name of policy | Rural Estate Strategy |
| Department and service | Corporate Resources - Strategic Property |
| Who has been involved in completing the Equality Impact Assessment? | Karen Frearson |
| Contact numbers | 0116 305 2074 |
| Date of completion | 16.04.26. |

2- Objectives and background of policy or practice change

Use this section to describe the policy or practice change
What is the purpose, expected outcomes and rationale?
Include the background information and context

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| What is the proposal? | To update the management strategy of the County Council's Rural Estate to ensure it continues to meet its primary objectives of a) providing opportunities for suitably qualified young people to establish and grow a farming business, b) provide financial benefits for the County Council necessary to support service provision, and, c) contribute to the wider objectives of the County Council. |
| What change and impact is intended by the proposal? | |
| What is the rationale for this proposal? | To detail our overarching vision, ambitions, intentions and focus for the management of the Rural Estate over the next 10 years. |

3- Evidence gathered on equality implications - Data and engagement

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| What equalities information or data has been gathered so far? | Demographic data was collected during the consultation process on gender and age in relation to a survey carried out on the draft Rural Strategy. |
| What does it show? | Only 53% of respondents provided information on their gender and only 49% on age. Of the people who stated their gender 60% were male and 40% were female. In terms of age the respondents varied from age 25 to 78, with the average age being 51. |
| What engagement has been undertaken so far? | Engagement has taken place with residents, tenants and industry stakeholders. |

4- Benefits, concerns and mitigating action

Please specify if any individuals or community groups who identify with any of the '[protected characteristics](#)' may **potentially** be affected by the policy and describe any benefits and concerns including any barriers. Use this section to demonstrate how risks would be mitigated for each affected group. If a group will not be affected by the proposal please state so.

| Group | What are the benefits of the proposal for those from the following groups? | What are the concerns identified and how will these affect those from the following groups? | How will the known concerns be mitigated? |
|-------------------|--|--|--|
| Age | The strategy aims to promote opportunities for new entrants into farming to take on the tenancy of one of the council's farms. The new entrants may be younger in age. | There are no concerns – current tenants span a wide age group. | There are no concerns. But to support new entrants the strategy includes the development of a nursery farm proposal. The strategy includes increasing regular contact and update with all tenants. |
| Disability | Information not collected | | |
| Race | Information not collected | | |

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|---------------------------------------|---------------------------|--|--|
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| Sex | Information not collected | | |
| Gender Reassignment | Information not collected | | |
| Marriage and Civil Partnership | Information not collected | | |
| Sexual Orientation | Information not collected | | |
| Pregnancy and Maternity | Information not collected | | |

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| Religion or Belief | Information not collected | | |
| Armed Forces (including veterans) | Information not collected | | |
| People with lived care experience | Information not collected | | |
| Carers | Information not collected | | |
| Other groups: e.g., rural isolation, deprivation, health inequality, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities | Information not collected | | |

| 5- Action Plan | | | |
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| Produce a framework to outline how identified risks/concerns identified in section 4 will be mitigated. | | | |
| What action is planned? | Who is responsible for the action? | Timescale | Expected outcome |
| <p>To review the overall estate and identify farms which might be suitable as starter/nursery farms. With the aim of encouraging new entrants and younger people into the agriculture sector.</p> <p>To attempt where possible to ensure that LCC's tenanted farms provide new entrants with farms which can be un as a viable and successful business.</p> <p>Closer links with Brooksby College to provide students with opportunities to complete work experience and/or placements.</p> | Rural estate team | 2026 - 2028 | To provide opportunities for younger people to enter the farming industry via an LCC tenanted farm |

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| 6- Approval Process | |
| Departmental Equalities Group | EIA considered and approved by the Chair of the Departmental Equalities Group – Jayne Glasgow |
| Corporate Policy Team | EIA considered and approved by Leon Charikar, Policy Manager |
| Sign off by the Senior Responsible Officer for the Project. | Lucy Littlefair Assistant Director, People, Property & Business Services |