

Equality Impact Assessment (EIA) Tool:

Title of proposal	African Caribbean Centre
Name of division/service	Neighbourhood Services
Name of lead officer completing this assessment	Lee Warner
Date EIA assessment completed	28/02/2022
Decision maker	Cllr Kirk Master, Asst Mayor for Neighbourhood Services
Date decision taken	

EIA sign off on completion:	Signature	Date
Lead officer	Lee Warner	28/02/2022
Equalities officer	Kalvaran Sandhu	
Divisional director	Sean Atterbury	

Please ensure the following:

- a) That the document is **understandable to a reader who has not read any other documents** and explains (on its own) how the Public Sector Equality Duty is met. This does not need to be lengthy but must be complete and based in evidence.
- b) That available support information and data is identified and where it can be found. Also be clear about highlighting gaps in existing data or evidence that you hold, and how you have sought to address these knowledge gaps.

- c) That the equality impacts are capable of aggregation with those of other EIAs to identify the cumulative impact of all service changes made by the council on different groups of people.
- d) That the equality impact assessment is started at an early stage in the decision-making process, so that it can be used to inform the consultation, engagement and the decision. It should not be a tick-box exercise. Equality impact assessment is an iterative process that should be revisited throughout the decision-making process. It can be used to assess several different options.
- e) Decision makers must be aware of their duty to pay 'due regard' to the Public Sector Equality Duty (see below) and 'due regard' must be paid before and at the time a decision is taken. Please see the Brown Principles on the equality intranet pages, for information on how to undertake a lawful decision-making process, from an equalities perspective. Please append the draft EIA and the final EIA to papers for decision makers (including leadership team meetings, lead member briefings, scrutiny meetings and executive meetings) and draw out the key points for their consideration. The Equalities Team provide equalities comments on reports.

1. Setting the context

Describe the proposal, the reasons it is being made, and the intended change or outcome. Will the needs of those who are currently using the service continue to be met?

The African Caribbean Centre (ACC) is located on Maidstone Road within the Highfields residential area. The centre was built in 1970 as a working men's social club with a small car park to the north of the building. The building, which was converted for use as the ACC in the mid 1980's, comprises an extensive basement, ground and first floors, all of which are in use by the public.

Prior to the pandemic, usage of the ACC was high with 126,627 visits recorded for the last full year 2018-19. A total of 45 partners and organisations are currently registered with the centre manager. Providers include the popular Hot Pot café, LASALS (Adult Learning) provision, ACC Development Group, Leicester Community Radio, Candy Arts and DMU. There are a large number of self-organised community groups delivering at the centre. The groups currently hire space at hourly rates, with no formal leases in place.

Whilst the ACC is serves as a community centre available to users from all organisations and backgrounds, it has a special focus on providing services and community space for users from the African and Caribbean heritage communities. During its history the ACC has been run by community groups and by the Council. More recently a partnership agreement was in place with the African

Caribbean Centre Development Group (ACCDG) between 2013 and 2018. The Centre is currently run directly by Leicester City Council.

As part of the council's commitment to Tackling Racism and Disadvantage a public consultation was undertaken between Tuesday 12th October 2021 and Sunday 21st November 2021 with the wider community, partners and stakeholders to obtain further information on how the ACC is used and to seek views on how the centre should be run in the future. The public were asked to choose from three possible options, or to say if they had no preference:

- The council should run the centre directly
- The council should run the centre in partnership with a community-based organisation
- Community organisations should be given the opportunity to take on the lease and running of the centre

The majority of respondents who expressed a preference (53%) said they would prefer community organisations to be given the opportunity to take on the lease and running of the centre.

In response to the results of the consultation it is proposed to provide an opportunity for community organisations to take on the lease and running of the centre under the Council's Community Asset Transfer policy. Under the policy the centre would be advertised to all community organisations with a clear set of assessment criteria to evaluate the community benefit delivered by the organisation's business plan. The building running costs would be saved should a suitable business plan be submitted and the building successfully leased. There would be an opportunity for the successful community organisation to offer additional opening hours or ad hoc social functions.

The needs of existing users would continue be met in the event of a successful process as organisations would be required to demonstrate community benefit. This would include plans for retaining existing users on the same hire charges and demonstrating proposals for provision of retained and enhanced community provision with particular focus on serving the needs of the African and Caribbean heritage community and strengthening the ongoing connection of the African and Caribbean Community with the building. Business plans would be assessed on this basis and, should a suitable plan be received, this would become part of the legal agreement for the lease of the building.

2. Equality implications/obligations

Which aims of the Public Sector Equality Duty (PSED) are likely be relevant to the proposal? In this question, consider both the current service and the proposed changes.

a. Eliminate unlawful discrimination, harassment and victimisation

- How does the proposal/service ensure that there is no barrier or disproportionate impact for anyone with a particular protected characteristic?
- Is this a relevant consideration? What issues could arise?

The proposal requires community organisations with an interest in taking on the lease of the ACC to develop a business plan to demonstrate both the capacity, experience, financial resilience and governance structure to be able to run the community centre effectively. Community organisations are required to provide documented evidence of their equal opportunities policies. They are also required to provide a plan outlining their proposals for provision of retained and enhanced community provision with particular focus on serving the needs of the African and Caribbean heritage communities and strengthening the ongoing connection of the African and Caribbean Communities with the building. Plans must show:

- Existing groups will be retained within the premises on similar terms to existing. They must include the policy for room hire charges, changes to current room allocation and timetabling for the duration of the lease.
- A significant expansion of local community services from the property with a particular focus on serving the needs of the African and Caribbean heritage communities

Local organisations currently working in the building or the local community attract additional weighting.

Business plans are assessed for the above against a transparent set of criteria and against an advertised scoring scheme.

Should one or more suitable business plans be received, a recommendation to lease the building will be made to the highest scoring submission. In the event of a successful transfer of the building the business plan will be incorporated into the legal leasing contract. A termination clause will be written into the contract should the organisation fail to deliver on its equalities commitments.

Should there be no suitable business plans received, the Council will continue to run the centre directly.

With these control measures in place it is not anticipated that the proposal will disproportionately impact anyone with a particular protected characteristic.

b. Advance equality of opportunity between different groups

- How does the proposal/service ensure that its intended outcomes promote equality of opportunity for people?
- Identify inequalities faced by those with specific protected characteristic(s).
- Is this a relevant consideration? What issues could arise?

The ACC provides a neutral and welcoming space which advances equality of opportunity between different groups. This proposal furthers these aims by providing an opportunity for the community to take on the direct running of the centre with a robust business plan in place and a legal commitment to significantly expand community services.

The consultation demonstrates that the majority of centre users are from BAME groups and backgrounds, and in particular from African and Caribbean heritage backgrounds. Comments received show that many centre users identify closely with the facility having used it for many years, and many feel a sense of belonging and ownership, expressing that this is the only space in the city for their community. The proposal advances equality of opportunity by offering the opportunity for the community to run and further develop the community offer for themselves, to provide longer opening hours, better access and culturally relevant services.

c. Foster good relations between different groups

- Does the service contribute to good relations or to broader community cohesion objectives?
- How does it achieve this aim?
- Is this a relevant consideration? What issues could arise?

Over 45 different groups and stakeholders are currently registered with the African Caribbean Centre. The centre provides a neutral and welcoming space for groups and communities to come together for social, community and educational purposes fostering good relations between the different groups. The consultation demonstrates usage by customers from many ethnic backgrounds with a particular focus on those from African and Caribbean heritage. Respondents who said they had used the centre in the last three years (84% of all respondents) identified their ethnic background as follows:

Asian or Asian British	36
Black or Black British	179
Dual Heritage	27
Not Answered	6
Other Ethnic Group	2
Prefer not to say	23
White	22
Grand Total	295

The proposals for leasing the facility under the Council’s Community Asset Transfer policy are intended to further expand the broad usage of the centre through direct community management. There is a requirement to commit to the retention of existing community groups at similar room hire charges, and to expand community services at the centre with a particular focus on serving the needs of the African and Caribbean heritage communities and strengthening the ongoing connection of the African and Caribbean Communities with the building.

3. Who is affected?

Outline who could be affected, and how they could be affected by the proposal/service change. Include people who currently use the service and those who could benefit from, but do not currently access the service.

Existing service users and potential users of the centre are affected by the proposals. Existing centre users as evidenced by the consultation results come from a wide range of ethnic backgrounds, with the majority (61%) identifying as Black or Black British. In addition 12% of respondents who said they used the centre identified as Asian or Asian British, and 9% identified as dual heritage.

Respondents who said they use the centre represented all age categories, with the most respondents being between 46-55 years (27%), 36-45yrs (22%) and 56-65yrs (18%). It is noted that although only 3 people under 18 years responded, there is good usage of the centre by younger groups including the young Steel Pan band and prior to the pandemic dance school.

11% of respondents who said they use the centre identified as having a mental or physical disability.

In terms of gender, 61% of respondents who said they use the centre identified as female, 29% identified as male and 1% prefer to use their own term (the remainder not having answered or preferring not to say)

The African Caribbean Centre draws usage from all areas of the city, demonstrating the cultural focus of the centre which has a wide catchment area. There is a significant cluster of users residing in the three wards nearest to the centre, Stoneygate, Spinney Hills and Wycliffe wards.

The proposal to lease the ACC to a community organisation under the Council's Community Asset Transfer policy is supported by the majority of respondents to the consultation who expressed a preference. The proposal is likely to have a positive impact on both existing and potential users of the facility as a community run and managed building would have the flexibility to open for longer hours through volunteer programmes and to accommodate more of the popular late evening events.

There is a potential risk that a community organisation may not have the experience, governance or financial resource to maintain the building and to keep it secure, impacting on the experience of existing users. For this reason the Community Asset Transfer process includes robust assessment criteria in each of these areas, with a requirement to provide a business plan demonstrating a two year cash flow projection and evidence of accounts and financial resources.

There is also a requirement for business plans to demonstrate and be assessed against the proposed community benefit and to demonstrate significant expansion of local community services from the property with particular focus on serving the needs of the African and Caribbean heritage communities who constitute 61% of the usership.

There is also a requirement to commit to the retention of existing groups within premises on similar terms to existing. Business plans must include a policy for room hire charges, any proposed changes to current room allocation and timetabling for the duration of lease.

Should a successful business plan be proposed, this will be included in the legal hire agreement to ensure that the organisation is accountable for delivering the plan.

The overall benefit of the proposal for existing and potential users is that although the centre would be run in a similar way to now; users of the centre will have better opportunity to take control and use the facility more fully.

4. Information used to inform the equality impact assessment

- What **data, research, or trend analysis** have you used?

- Describe how you have got your information and what it tells you
- Are there any gaps or limitations in the information you currently hold, and how you have sought to address this? E.g. proxy data, national trends, equality monitoring etc.

Information used to inform the EIA includes (1) ongoing usage records at the African Caribbean Centre including registered groups and stakeholders. Information has been taken from the last full year before the Coronavirus pandemic, Apr 2019 – Mar 2020, and from bookings taken following the reopening of the centre in July 2021 to date. (2) Full consultation undertaken from Tuesday 12th October 2021 until Sunday 21st November 2021. (3) The consultation results and proposals have also been taken to Neighbourhood Services Scrutiny Commission on 27th January 2022 and feedback from Councillors noted.

5. Consultation

What **consultation** have you undertaken about the proposal with people who use the service or people affected, people who may potentially use the service and other stakeholders? What did they say about:

- What is important to them regarding the current service?
- How does (or could) the service meet their needs? How will they be affected by the proposal? What potential impacts did they identify because of their protected characteristic(s)?
- Did they identify any potential barriers they may face in accessing services/other opportunities that meet their needs?

The Council has made a formal commitment to talking racism and disadvantage. As a part of this commitment a consultation has been undertaken regarding the African Caribbean Centre to seek the views of existing users and of potential users those who do not currently use the centre. The consultation period ran from Tuesday 12th October 2021 until Sunday 21st November 2021. The consultation was carried out online and through paper questionnaires available at all LCC libraries and community centres. The consultation was extensively promoted through a wide range of channels. Existing partners, stakeholders and service users were contacted directly by letter or email message to ensure awareness of the consultation exercise. The consultation was promoted at the entrance to the ACC and service users were encouraged by staff members to complete a questionnaire during the consultation period. Posters were displayed at all 28 Neighbourhood Services Community Centres, Multi-Service Centres and Libraries as ACC users are distributed across the city. A press release was issued to launch the survey with items appearing in the Leicester Mercury and the Assistant Mayor for Neighbourhood Services was invited to promote awareness of the consultation on Radio Leicester. At the close of the consultation on the 21st November 2021, a total of 352 completed questionnaires were received. People were

asked to identify whether they used the centre and if so which services they used. Respondents were also asked how they would prefer the centre to be run in the future and to provide any comments they might have. The main points drawn from the responses were:

- The survey received a very high response rate with 352 questionnaires completed in total.
- The majority of respondents, 84%, were African Caribbean Centre users. The majority of those who responded use the centre at least once a month or more frequently.
- The most popular reasons for using the centre are social with 48% of respondents using the café, 47% attending social functions, 37% attending events and performances and 36% attending community group meetings.
- The centre is highly valued by users, with some commenting they have used the centre since childhood. Customers live across the city and many state they use the centre for cultural reasons.
- With regard to the future running of the centre, the majority of respondents who expressed a preference (53%) said they would prefer community organisations to be given the opportunity to take on the lease and running of the centre.

6. Potential Equality Impact

Based on your understanding of the service area, any specific evidence you may have on people who use the service and those who could potentially use the service and the findings of any consultation you have undertaken, use the table below to explain which individuals or community groups are likely to be affected by the proposal because of their protected characteristic(s). Describe what the impact is likely to be, how significant that impact is for individual or group well-being, and what mitigating actions can be taken to reduce or remove negative impacts. This could include indirect impacts, as well as direct impacts.

Looking at potential impacts from a different perspective, this section also asks you to consider whether any other particular groups, especially vulnerable groups, are likely to be affected by the proposal. List the relevant groups that may be affected, along with the likely impact, potential risks and mitigating actions that would reduce or remove any negative impacts. These groups do not have to be defined by their protected characteristic(s).

Protected characteristics

Impact of proposal:

Describe the likely impact of the proposal on people because of their protected characteristic and how they may be affected. Why is this protected characteristic relevant to the proposal? How does the protected characteristic determine/shape the potential impact of the proposal? This may also include **positive impacts** which support the aims of the Public Sector Equality Duty to advance equality of opportunity and foster good relations.

Risk of disproportionate negative impact:

How likely is it that people with this protected characteristic will be disproportionately negatively affected? How great will that impact be on their well-being? What will determine who will be negatively affected?

Mitigating actions:

For disproportionate negative impacts on protected characteristic/s, what mitigating actions can be taken to reduce or remove the impact? You may also wish to include actions which support the positive aims of the Public Sector Equality Duty to advance equality of opportunity and to foster good relations. All actions identified here should also be included in the action plan at the end of this EIA.

a. Age

Indicate which age group/s is/ are most affected, either specify general age group - children, young people working age people or older people or specific age bands

The African Caribbean Centre is well used by all age groups from children and young people attending dance and music (steel pan) classes to older people's groups meeting for social purposes. There was a wide range of ages as follows:

Age	Total
under 18	3
18 - 25	13
26 - 35	25
36 - 45	65
46 - 55	81
56 - 65	54
66+	27
Not Answered	4
Prefer not to say	23
Grand Total	295

What is the impact of the proposal on age?

There is no anticipated impact on age

What is the risk of disproportionate negative impact on age?

None

What are the mitigating actions?

N/A

b. Disability

If specific impairments are affected by the proposal, specify which these are. Our standard categories are on our equality monitoring form – physical impairment, sensory impairment, mental health condition, learning disability, long standing illness or health condition.

The African Caribbean Centre is a fully accessible building with street level lift access to all floors. There are no anticipated changes to the accessibility of the building. The Centre also welcomes a wide range of individuals with a range of impairments.

11% of respondents who said they use the centre identified as having a mental or physical disability. The most commonly identified disability was a long standing illness or health condition (8% of respondents who use the building) following by a mental health condition (5%) and physical impairment or mobility issues (4%)

It is not anticipated that the proposals would negatively impact any special impairments.

What is the impact of the proposal on disability?

There is no anticipated impact on disability. There is potentially a positive impact on those who use the centre to promote wellbeing as an expansion of community services/hours open is expected as a community benefit.

What is the risk of disproportionate negative impact on disability?

There is a risk that failure to maintain the facility, for example the lift, could impact on those with mobility impairments.

What are the mitigating actions?

Assessment criteria are in place to require business plans to demonstrate building management experience and financial projections.

c. Gender reassignment

Indicate whether the proposal has potential impact on trans men or trans women, and if so, which group is affected.

The consultation responses indicated a small percentage, 1% of service users, prefer to use a term other than male/female to describe their gender. There is no anticipated impact on gender reassignment.

What is the impact of the proposal on gender reassignment?

There is no anticipated impact on gender reassignment

What is the risk of disproportionate negative impact on gender reassignment?

None anticipated

What are the mitigating actions?

N/A

d. Marriage and civil partnership

What is the impact of the proposal on marriage and civil partnership?

None anticipated

What is the risk of disproportionate negative impact on marriage and civil partnership?

None anticipated

What are the mitigating actions?

N/A

e. Pregnancy and maternity

What is the impact of the proposal on pregnancy and maternity?

None anticipated

What is the risk of disproportionate negative impact on pregnancy and maternity?

None anticipated

What are the mitigating actions?

N/A

f. Race

Given the city's racial diversity it is useful that we collect information on which racial groups are affected by the proposal. Our equalities monitoring form follows ONS general census categories and uses broad categories in the first instance with the opportunity to identify more specific racial groups such as Gypsies/Travellers. Use the most relevant classification for the proposal.

What is the impact of the proposal on race?

Existing centre users as evidenced by the consultation results come from a wide range of ethnic backgrounds, with the majority (63% who said they use the centre) identifying as Black or Black British. In addition, 12% of respondents who said they used the centre identified as Asian or Asian British, and 9% identified as dual heritage.

Within the majority grouping of those identifying as Black or Black British, a further breakdown of ethnic background demonstrates diverse usage as follows:

Ethnicity	Number	% of those who use the centre
Black or Black British: African	46	14.4%
Black or Black British: Caribbean	142	44.4%
Black or Black British: Somali	5	1.6%
Black or Black British: Any other Black background	9	2.8%

The proposal is anticipated to have a positive impact on race, should a successful business plan be put forward by a community organisation to take on the running of the building. There is an opportunity for an expansion of services appropriate to ACC groups and users and for longer or later opening hours to benefit these groups.

It is noted that there are different Black or Black British communities using the centre as shown in the table above. It is important to ensure therefore that the Community Asset Transfer assessment criteria include explicit requirements to ensure all service users are able to access the centre and thrive regardless of the background of the organisation taking on the running of the centre. For example should a successful application be made by an organisation from the African community, this would need to ensure that Caribbean community groups and service users, as well as all other groups and service users, would be proactively facilitated and welcomed to use the centre and its services.

What is the risk of disproportionate negative impact on race?

There is a risk that, without the appropriate assessment criteria in place, one particular group taking ownership of the facility could overlook the needs of other groups using the facility. There is a risk that, without the appropriate assessment criteria in place, the current focus and links of the centre with the African and Caribbean heritage communities could be reduced.

What are the mitigating actions?

Significant mitigation is provided by the assessment criteria which are proposed for the evaluation of business plans put forward by community groups proposing to take on the lease of the building. There is a requirement to demonstrate proposals for the provision of retained and enhanced community provision with particular a focus on serving the needs of the African and Caribbean heritage communities and strengthening the ongoing connection of the African and Caribbean Communities with the building. The criteria assessed are designed to ensure all existing users would benefit from the transfer, and that community services are expanded to users. Local groups or groups with a local link to the centre will attract additional scoring. The criteria would be as follows:

- Existing groups retained within premises on similar terms to existing. Include policy for room hire charges, changes to current room allocation and timetabling for duration of lease.
- Significant expansion of local community services from the property with particular focus on serving the needs of the African and Caribbean heritage communities
- Local organisation currently working in the building or the local community

g. Religion or belief

If specific religious or faith groups are affected by the proposal, our equalities monitoring form sets out categories reflective of the city's population. Given the diversity of the city there is always scope to include any group that is not listed.

What is the impact of the proposal on religion or belief?

There is no anticipated impact on religion or belief

What is the risk of disproportionate negative impact on religion or belief?

There is no anticipated negative impact on religion or belief

What are the mitigating actions?

N/A

h. Sex

Indicate whether this has potential impact on either males or females

What is the impact of the proposal on sex?

In terms of gender, 61% of respondents to the consultation who said they use the centre identified as female, 29% identified as male and 1% prefer to use their own term (the remainder not having answered or preferring not to say). There is no anticipated impact from the proposals on sex.

What is the risk of disproportionate negative impact on sex?

There is no anticipated negative impact from the proposals

What are the mitigating actions?

N/A

i. Sexual orientation

What is the impact of the proposal on sexual orientation?

There is no anticipated impact on sexual orientation

What is the risk of disproportionate negative impact on sexual orientation?

There is no anticipated negative impact on sexual orientation

What are the mitigating actions?

N/A

7. Summary of protected characteristics

a. Summarise why the protected characteristics you have commented on, are relevant to the proposal?

Click or tap here to enter text.

b. Summarise why the protected characteristics you have not commented on, are not relevant to the proposal?

Click or tap here to enter text.

8. Other groups

Other groups

Impact of proposal:

Describe the likely impact of the proposal on children in poverty or any other people who we may consider to be vulnerable, for example people who misuse substances, ex armed forces, people living in poverty, care experienced young people, carers. List any vulnerable groups likely to be affected. Will their needs continue to be met? What issues will affect their take up of services/other opportunities that meet their needs/address inequalities they face?

Risk of disproportionate negative impact:

How likely is it that this group of people will be negatively affected? How great will that impact be on their well-being? What will determine who will be negatively affected?

Mitigating actions:

For negative impacts, what mitigating actions can be taken to reduce or remove this impact for this vulnerable group of people? These should be included in the action plan at the end of this EIA. You may also wish to use this section to identify opportunities for positive impacts.

a. Children in poverty

What is the impact of the proposal on children in poverty?

There is no anticipated impact on children in poverty.

What is the risk of negative impact on children in poverty?

There is no anticipated negative impact on children in poverty

What are the mitigating actions?

N/A

b. Other vulnerable groups

What is the impact of the proposal on other vulnerable groups?

Click or tap here to enter text.

What is the risk of negative impact on other vulnerable groups?

Click or tap here to enter text.

What are the mitigating actions?

Click or tap here to enter text.

c. Other (describe)

What is the impact of the proposal on any other groups?

Click or tap here to enter text.

What is the risk of negative impact on any other groups?

Click or tap here to enter text.

What are the mitigating actions?

Click or tap here to enter text.

9. Other sources of potential negative impacts

Are there any other potential negative impacts external to the service that could further disadvantage service users over the next three years that should be considered? For example, these could include:

- other proposed changes to council services that would affect the same group of service users;
- Government policies or proposed changes to current provision by public agencies (such as new benefit arrangements) that would negatively affect residents;
- external economic impacts such as an economic downturn.

The economic climate is currently uncertain, with inflationary energy cost increases widely expected. Evidence for consideration of the potential increase in the cost of heating the facility will be taken into account when review business plans and in particular in reviewing cash flow projections.

10. Human rights implications

Are there any human rights implications which need to be considered and addressed (please see the list at the end of the template), if so please outline the implications and how they will be addressed below:

None anticipated.

11. Monitoring impact

You will need to ensure that monitoring systems are established to check for impact on the protected characteristics and human rights after the decision has been implemented. Describe the systems which are set up to:

- monitor impact (positive and negative, intended and unintended) for different groups
- monitor barriers for different groups
- enable open feedback and suggestions from different communities
- ensure that the EIA action plan (below) is delivered.

If you want to undertake equality monitoring, please refer to our [equality monitoring guidance and templates](#).

Click or tap here to enter text.

12. EIA action plan

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

Equality Outcome	Action	Officer Responsible	Completion date
Ensuring that different groups are able to continue to use the building regardless	Develop clear assessment criteria for the CAT business cases	L Warner	By March 2023

Equality Outcome	Action	Officer Responsible	Completion date

Human rights articles:

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

Part 2: First protocol

Article 1: Protection of property/peaceful enjoyment

Article 2: Right to education

Article 3: Right to free elections