

Name of activity to be assessed:

Completing Officer's Name:

Date Completed:

Development Management Plan
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Aims and Objectives

The purpose of an Equality Screening form and Impact Assessment is to improve the work of the Council by making sure that we promote equality and do not discriminate. This ensures that individuals and teams consider the likely impact of their work on residents and take action to improve.

Background to Assessment and Summary

The Settlement Investment and Development (ID) Plans and Development Management Plan form part of Elmbridge Local Plan and deliver more detailed policy to support the Core Strategy.

The Core Strategy has already been subjected to a full Equality Impact Assessment – www.elmbridge.gov.uk/planning/policy/corestrategysub.htm. Subsequently, the Settlement ID Plans and the Development Management Plan have been developed taking into account the previous Equality Impact Assessment that the Core Strategy was subjected to. This assessment thus provides further evidence to ensure we are promoting equality and not discriminating against any particular group

What is the main purpose of this strategy/policy/function/project/activity?

- The Development Management Plan contains the day-to-day policies against which planning applications and enforcement action will be assessed.
- These policies will provide further detail in order to deliver the long-term spatial vision for Elmbridge, to ensure that development contributes to the wider, strategic aims of the Core Strategy.

Who is the activity designed to benefit/target?

The local community including residents, community groups, agents, developers, public and private sector bodies, businesses and other organisations.

In what way are the main beneficiaries affected by this activity?

The Development Management Plan contains the policies that will be used in assessing planning applications and enforcement action in order to deliver high standards of development for the Borough. The above beneficiaries are involved in the planning process in a number of ways, such as by making an application, commenting on a proposal or being consulted with in their area of expertise.

Impact on Protected Characteristic Groups

Assess where you think the activity could have a negative impact on any of the equality target groups i.e. where it could disadvantage them. Also consider where the activity could have a positive impact or could contribute to promoting equality, equal opportunities or improving relations with equality target groups.

The table below will help assess the likely impact on the target groups.

Protected Characteristics	Positive Impact	Neutral	Negative Impact	Reason
Age	<input type="checkbox"/>	X	Low <input type="checkbox"/> <input type="checkbox"/> High	
Disability	<input type="checkbox"/>	X	Low <input type="checkbox"/> <input type="checkbox"/> High	
Gender	<input type="checkbox"/>	X	Low <input type="checkbox"/> <input type="checkbox"/> High	
Gender reassignment	<input type="checkbox"/>	X	Low <input type="checkbox"/> <input type="checkbox"/> High	
Marriage and civil partnership	<input type="checkbox"/>	X	Low <input type="checkbox"/> <input type="checkbox"/> High	
Pregnancy and maternity	<input type="checkbox"/>	X	Low <input type="checkbox"/> <input type="checkbox"/> High	
Race	<input type="checkbox"/>	X	Low <input type="checkbox"/> <input type="checkbox"/> High	
Religion or belief	<input type="checkbox"/>	X	Low <input type="checkbox"/> <input type="checkbox"/> High	
Sexual orientation	<input type="checkbox"/>	X	Low <input type="checkbox"/> <input type="checkbox"/> High	

Please give details of any other potential impacts on any other groups (e.g. those on lower incomes/carers/ex-offenders) and on promoting good community relations.

The Development Management Plan will support economic growth and prosperity across the Borough providing benefits for the whole community. It will support the delivery of much needed homes; ensure that housing development meets minimum space standards and offers appropriate amenity standards for future occupants; support employment uses and encourage small-scale business where possible; and deliver high quality community facilities, whilst ensuring the protection and enhancement of urban open spaces and the Green Belt.

If any negative impact has been identified can it be justified on grounds of promoting equality of opportunity?

If you have indicated that there is a negative impact on any group, are these Intentional and/or of a High Impact?

Intended?

i.e. can be justified in terms of legislation
e.g. concessionary fares for older people

Yes

No

*Which
Groups?*

High Impact?

i.e. it is or may be discriminatory against one or more
groups

Yes

No

*Which
Groups*

*Is the negative impact **NOT INTENDED** and/or of **HIGH IMPACT**?*

- *If **YES**, a full assessment is required. Please complete the **Part 2: Equality Impact Assessment Part 2: Full Assessment**.*
- *If a full impact assessment is **not required** please go to **Part 3: Action Plan** to complete the details on monitoring*



An Equality Impact Assessment is a tool that enables you to assess your service, activity or policy. Where disproportionate negative impact and/or unlawful impact is identified, the assessment provides a means to take the appropriate steps to avoid or mitigate this.

Data and Research

Exploring available data and conducting research will help to give an indication as to what impact the strategy will have on equality and diversity. Where data is limited or unavailable, you should identify this as a limitation and identify ways to overcome this.

Consider the following:

- Publicity, including design, distribution and accessible communications issues
- Physical access
- Location, geography
- Poverty, deprivation and social exclusion issues
- Community Safety
- Direct discrimination: does the activity intentionally exclude a particular equality group? If so, is this exclusion justified?
- Consultation, involvement and engagement
- Monitoring and evaluation

Lack of data may make completing this section difficult, but is not be a reason to halt the process.

What data is available to help direct your EIA?

Are there any gaps in data that may require further research or consultation?

What additional research or consultation is needed to investigate the impacts of your activity?

Impact on Specific Protected Characteristic Groups

		Positive Impact	Neutral	Negative Impact	Reason
Age	Older people	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Younger people & children	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
Disability	Physical	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Sensory	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Learning	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Long-term Health Impairment	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
Gender	Women	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Men	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
Gender reassignment	Trans-men and -women	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
Marriage and civil partnership	People who are married or in a civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
Pregnancy and maternity	Mothers or women who are pregnant	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
Race	Asian	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Black	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Mixed race	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	White	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Chinese	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Other racial or ethnic groups (specify)	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
Religion or belief	Faith groups	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
Sexual orientation	Heterosexuals, lesbians, gay men and bisexuals	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	

Negative Impacts

Please give details of the negative impacts identified, along with any possible mitigation



Monitoring and Reviewing

**What data do you have that monitors the impact of the activity on protected groups?
How is this data used?**

A major borough-wide public consultation on the Development Management Plan is planned. The plan will be widely advertised across a range of media and in public places. Views will be monitored both quantitatively and qualitatively and feedback will be gathered from community groups, councillors, statutory organisations, landowners, agents, residents and businesses.

This data will be compared with data gathered (quantitatively and qualitatively) from a series of preliminary workshops that took place in summer 2012. All comments will be taken into account and the Development Management Plan will be amended as appropriate. Detailed schedules of comments and actions taken will be published, after the Consultation has taken place.

If there is no data, explain how you intend to continue monitoring the impact of this activity.

[Empty box for providing an explanation if no data is available.]

Use the table below to record how you will minimise or remove any negative impact

Issue	Action	Timescale for completion	Milestones/success criteria