

Name of activity to be assessed:

Consultation on draft Settlement Investment & Development Plans and Development Management Plan

Completing Officer's Name:

Sarah Veasey (Senior Planning Officer – Strategy and Policy)
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Date Completed:

March 2013

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?

Public Consultation on Settlement Investment and Development Plans and the Development Management Plan.

Who is the activity designed to benefit/target?

The people of Elmbridge. Community groups, agents, developers, public and private sector bodies, other organisations.

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

The Settlement Investment and Development Plans offers the public the opportunity to give its views on a range of options put forward for:

- Development sites
- Areas to be protected from development
- Priorities for investment

The Development Management Plan contains day-to-day policies against which planning applications and enforcement action will be assessed. Consultees will be given the opportunity to comment on options relating to the draft policies that will aid decision-making and manage the future development of the Borough.

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	Libraries, council offices, supermarkets will be used to help older people become aware of the consultation; posters and leaflets will also be distributed around the Borough; letters to related organisations such as Age UK
Disability	<input type="checkbox"/>	X	Low <input type="checkbox"/> <input type="checkbox"/> High	The Council's website is speech-enabled to meet the needs of the visually impaired and also facilitates the viewing of pages in large text. It is Council policy to make available documents in large print or Braille for public members who require them.
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	Information will be distributed in doctor's surgeries and playgroups, in order to increase awareness.
Race	<input type="checkbox"/>	X	Low <input type="checkbox"/> <input type="checkbox"/> High	Direct contact with the Gypsy and Traveller community residing in the Borough (those who responded to the Traveller Accommodation Assessment survey) via tailored letter, as well as organisations such as the Gypsy Council, Friends, Families and Travellers etc. News item on Surrey Gypsy Traveller Communities Forum website.

Protected Characteristics	Positive Impact	Neutral	Negative Impact	Reason
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/carer's/ex-offenders) and on promoting good community relations.

Potential **positive** impact on all audiences as extremely broad range of methods being adopted to engage with as wide a cross-section of community as possible:

- Roadshows/stands, flyers, posters, meetings, press releases, radio, facebook, twitter.
- All information available on website and in hard copy format
- Senior officer allocated as 'champion' for each settlement area to act as main point of contact
- Roadshows located in supermarkets, libraries, surgeries, train stations, mother & toddler groups, shopping centres, day centres, Civic Centre.
- All community groups contacted via letters, emails e.g. churches, schools etc

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

None

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?**

- Demographic data on respondents is collected and will be analysed, to see if any group is under-represented.
- Qualitative data for each option is collected and analysis of these will reveal any comments regarding positive or negative impacts.
- A feedback questionnaire will be used, to gain an understanding of how successfully the consultations have enabled consultees to respond and express their points of view. Any recommendations will be acted upon.

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

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

Issue	Action	Timescale for completion	Milestones/success criteria