

Name of activity to be assessed:

Draft Settlement Investment and Development Plans

Completing Officer's Name:

Sarah Veasey (Senior Planning Officer – Strategy and Policy)

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?

The main purpose of the Settlement Investment and Development (ID) Plans (eight in total) is for the Council to work with the local community to plan for the delivery and management of appropriate development in their area, taking into account local needs and aspirations / choice. The ID Plans also aim to protect land from development and to direct infrastructure to where it is needed most.

Who is the activity designed to benefit/target?

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

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

The ID Plans offer the opportunity for people to get involved in shaping the future of the local area by:

- Identifying potential development sites - key sites for the delivery of housing, community facilities, commercial and mixed-use development; pitches for Gypsies and Travellers and schools and colleges where there is potential for expansion
- Protecting key sites in their current use – important open spaces, employment land, and existing Gypsy and Traveller pitches
- Assessing infrastructure needs – identifying improvements and prioritising investment

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	X		Low <input type="checkbox"/> <input type="checkbox"/> High	Potential positive impacts on young people through the allocation of school sites to ensure sufficient land is available for expansion. Potential allocation of sites within Whiteley Village will deliver additional accommodation specifically for older people.
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	X		Low <input type="checkbox"/> <input type="checkbox"/> High	The Thames Ditton, Walton, and Esher Settlement ID Plans may have specific positive impacts for the Gypsies and Travellers community if options to allocate/designate pitches are taken forward.
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.

Potential positive impacts for those on lower incomes due to the provision of affordable housing in new developments.

The ID Plans will support economic growth and prosperity across the Borough providing benefits for the whole community. They will ensure the delivery of much needed homes, space for business, high quality community facilities, and thriving town centres whilst ensuring the protection and enhancement of urban open spaces and key employment land.

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 all the ID Plans is planned. The plans 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 etc.

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 ID Plans will be amended as appropriate. Further consultation on the amended Plans will take place in the Autumn. Detailed schedules of comments and actions taken will be published.

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

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

Issue	Action	Timescale for completion	Milestones/success criteria