

APPENDIX 7: EQUALITIES IMPACT ASSESSMENT

EQUALITY IMPACT ASSESSMENT

Partial Assessment Form

A. POLICY, PRACTICE, FUNCTION OR PROJECT TO BE ASSESSED

A1. Please describe what are the main aims, objectives, purpose and intended outcomes of the policy or function?

The Local Plan will address the development needs of the district to 2031, and provide policy guidance for the consideration of planning applications.

A2. Is this policy or function associated with any other Council policy or priority?

The Local Plan will help deliver the Council's long term vision and specifically deliver three Council Actions for 2012 - 2013:

- A12. Ensure the South Cambs Development Plan is based on effective engagement with members and parishes and reflects corporate priorities;
- B6. Work with partners to deliver an effective collaborative approach to strategic planning and transport;
- C6. Develop a sustainable process to address the accommodation needs of Gypsies and Travellers.

A3. Who are the intended beneficiaries/stakeholders of the policy or function? How many people are affected and from what sections of the community?

The Local Plan affects all the Council's residents, especially direct service recipients, partners in the public, private and voluntary sectors, central government, businesses and visitors to the district. They have a specific impact on the Council's Members and staff, who are responsible for their development and implementation of the Local Plan.

A4. Is the policy/function corporate and far-reaching?

Yes.

A5. Are you expecting to make any significant change to the policy or service in the near future? If so, please give details.

The Local Plan preparation process involves a significant review of policy.

A6. Is this a new or existing policy or function?

The Local Plan will review the existing Local Development Framework.

B. EVIDENCE/ DATA and CONSULTATION

It is important to consider all information that is available in determining whether the policy or function could have a differential impact. Please attach examples of monitoring information, research or consultation reports.

B1. What monitoring or other information do you have about relevant target groups, which will show the impact of the policy or function?

Information has been collated in the Sustainability Appraisal Scoping Report, which accompanies the plan.

B2. Have you compared the data you have with the equality profile of the local population? What does it show?

Information has been collated in the Sustainability Appraisal Scoping Report, which accompanies the plan.

B3. Have you identified any improvements or other changes that could be made from monitoring the data?

The Scoping Report helped identify issues to consider through the issues and options process.

B4. Have you consulted or involved external stakeholders about the policy or function? If so, what were their views?

Early consultation in developing plan options was undertaken with workshops for stakeholders. The Local Plan Issues and Options Report will be subject to public consultation.

B5. Have you undertaken any consultation with staff to assess their perception of any impacts of the policy or function? If so, what has been learnt from them?

Consultation with the Council's Equalities Officer.

B6. Please provide information about any other consultation, research, or involvement undertaken in relation to this impact assessment.

Assessment has been integrated with the Sustainability Appraisal process, to ensure EQiA is integral to the plan making process.

C1. IMPACT OF THE POLICY OR FUNCTION

Assess the potential impact on each of the following protected characteristics. The impact could be negative, positive or neutral. If you assess a negative impact for any of the groups then you will need to assess whether that impact is low, medium or high. Refer to the evidence you use.

DESCRIPTION OF IMPACT	Nature of Impact (Positive, Neutral, Adverse)	Extent of Impact (Low, Medium, High)
AGE: Identify the potential impact of the policy or function on different age groups.		
<p>A range of options have been identified for consultation in the Issues and Options Report which address issues including:</p> <ul style="list-style-type: none"> • ‘Lifetime Homes’ for Older people • Facilities in new communities for older and younger people. • Accessibility for different age groups. • Address crime and fear of crime in design of development. • Access to education, services, facilities and transport has been considered when testing development site options. 	Positive	
DISABILITY: Identify the potential impact of the policy or function on disabled people.		
<p>A range of options have been identified for consultation in the Issues and Options Report which address issues including:</p> <ul style="list-style-type: none"> • Principles for service and facility provision. • Design of the built environment. • ‘Lifetime Homes’ for Disabled people. 	Positive	

GENDER REASSIGNMENT: Identify the potential impact of the policy or function on people that have changed gender identity.		
The issues identified in the Issues and Options Report are inclusive to people who have undergone or are undergoing gender reassignment, but is not specific to gender reassignment. The options address the development of safe and inclusive communities.	Neutral	
MARRIAGE AND CIVIL PARTNERSHIPS: Identify the potential impact of the policy or function on people who are married or in a civil partnership.		
The Local Plan is inclusive to people regardless of their marital status, but is not specific to marriage or civil partnerships. The options address the development of safe and inclusive communities.	Neutral	
PREGNANCY AND MATERNITY: Identify the potential impact of the policy or function on pregnant or maternal mothers and those women who wish to breastfeed.		
A range of options have been identified for consultation in the Issues and Options Report which address issues including: <ul style="list-style-type: none"> • Access to facilities, such as medical centres for appointments and community centres for support group meetings has been considered when testing development site options. 	Positive	

<p>RACE: Identify the potential impact of the policy or function on different ethnic groups, including national origins, colour and nationality.</p>		
<p>A range of options have been identified for consultation in the Issues and Options Report which address issues including:</p> <ul style="list-style-type: none"> • Issues regarding service and facilities provision to meet the needs of the diverse communities of the district. • Targets for the provision of accommodation for Gypsies and Travellers and travelling showpeople, and how they should be addressed. 	<p>Positive</p>	
<p>RELIGION/BELIEF: Identify the potential impact the policy or function on different religious/faith groups.</p>		
<p>A range of options have been identified for consultation in the Issues and Options Report which address issues including:</p> <ul style="list-style-type: none"> • Delivery of facilities including the needs of all religious/faith groups. 	<p>Positive</p>	

SEX: Identify the potential impact of the policy or function on men and women.		
The Local Plan is inclusive to people regardless of their sex, but is not specific to men and women. The options address the development of safe and inclusive communities.	Neutral	
SEXUAL ORIENTATION: Identify the potential impact of the policy or function on lesbian, gay men, bisexual or heterosexual people.		
The Local Plan is inclusive to people regardless of their sexual orientation, but is not specific to lesbian, gay men, bisexual or heterosexual people. The options address the development of safe and inclusive communities.	Neutral	
OTHER CHARACTERISTIC SPECIFIC TO SOUTH CAMBRIDGESHIRE – RURALITY: Identify the potential impact of the policy or function on people who are rurally isolated.		
A range of options have been identified for consultation in the Issues and Options Report which address issues including: <ul style="list-style-type: none"> • Support for retention and improvement of local employment, facilities and services in rural areas. • Access to services, facilities and transport has been considered when testing development site options. 	Positive	

PLEASE NOTE: Following completion of the section above, if the nature of the impact is adverse then you may need to proceed to a full equality impact assessment.

C2. Could you minimise or remove any adverse or potential impact that is high, medium or low significance, in advance of a full impact assessment? Explain how.

N/A

C3. Does the policy or function actively promote equal opportunities and good community relations? Or could changes be made so that it does so?

Yes.

C4. Please provide any further information, qualitative or quantitative that does not fit into the questions but you feel has a likely impact on this assessment.

The Initial Sustainability Appraisal has considered the impact of individual policies and site options on objectives to redress inequalities, and a number of other issues related to rurality.

D. CONCLUSIONS			
D1. Was there sufficient data to complete the partial	Yes?	X	If "NO", what arrangements are in place for evidence gathering and continuing with the assessment?

assessment?	No?		
ED2. Is the outcome of the partial assessment that the policy or function would have an adverse impact (medium or high impact) on one or more target group?	Yes?		If "YES", will you proceed to a full assessment? If so, what arrangements are in place to carry out the full assessment?
	No?	X	
D3. Is the outcome of the partial assessment that the policy or function would have a neutral or positive impact on equalities?	Yes?	X	<p>If "YES", have you included proposals in the Action Plan to further improve the impact of the policy or function on equalities?</p> <p>Do you plan to review the service or policy again in future to assess whether there has been any change? If so, when?</p>
	No?		Has the Equalities Steering Group and the Consultative Forum reviewed the assessment? If so what were their comments?

D4. Do you have any other conclusions/outcomes from the partial assessment?

ACTION PLAN for enhancing existing practice

Recommendation/ issue to be addressed	Planned Milestone	Planned completion of milestone (date)	Officer Responsible	Progress
Review issues following public consultation.	Issues and Options Public Consultation July – September 2012.	Planning Policy Team		
Carry out EQiA of the Draft Plan, prior to further public consultation.	Winter 2012 / Spring 2013	Planning Policy Team		

RESOURCES

Does the above action plan require any additional resources?

No

ARRANGEMENTS FOR MONITORING

Please give your plans for monitoring the achievement of the above actions.

Monitored in the Annual Monitoring Report.