

Equality Impact Assessment- Screening

The purpose of an Equality Impact Assessment is to ensure the Council:

- does not discriminate in the way it provides services and employment
- fulfils its duties as set out by the Equality Act 2010
- where possible, it does all it can to promote equality and good relations between different groups

Name of service / policy / project being assessed	Planning Policy – Local Development Framework <ul style="list-style-type: none"> - Site Allocations & Policies - Kidderminster Central Area Action Plan 	Is this a new or existing service / policy / project?	Existing
Directorate	Economic Prosperity & Place		
Officers responsible for: a) Service / policy / project b) Completing EIA	Rebecca Mayman, Planning Policy Manager		
Date	01/10/12		
What is the purpose and expected outcomes?	Set out the comprehensive planning framework for the District up to 2026.		
Will there be any affect on other council procedures or strategies e.g. Corporate Plan or the <u>council's workforce</u> ?	Reflects the Council's Corporate Plan Priorities with regard to regeneration and the provision of housing choice.		
Are there any statutory requirements or implications?	Statutory Requirement under the Planning and Compulsory Purchase Act. Subject to the Town and Country Planning (Local Development Framework) Regulations (2004) as amended. The Council has an adopted Statement of Community Involvement with which the stages of consultation are required to conform. This has been used to inform the consultation processes and involvement.		
Are there any other organisations / bodies involved?	Yes, under the Duty to Co-operate and Localism Agendas, all key stakeholders and Worcestershire Local Authorities		
Who are the main customer groups / stakeholders affected?	<ul style="list-style-type: none"> - Local Residents - Local Businesses - Landowners and Developers 		

	<ul style="list-style-type: none">- Key Stakeholders- Interest Groups- Local Enterprise Partnerships
What information / statistics / evidence are you using?	Informed by a comprehensive evidence base including: <ul style="list-style-type: none">- Latest household/population projections- Employment/Skills statistics- Housing Need Surveys- South Housing Market Assessment- Strategic Housing Land Availability Assessment- Employment Land Review- Strategic Flood Risk Assessment

What impact does the service / policy / project have on the nine protected characteristics as defined by the Equality Act 2010 – for definitions, please see overleaf.	
1. Age	Positive <u>Evidence: Includes specific recognition that the District's population is ageing and that specific housing types will be required in accessible locations to meet these changing needs</u>
2. Disability	Positive <u>Evidence: Includes specific requirements with regard to accessibility and lifetime homes standards for new developments, also with regard to accommodation for dependents.</u>
3. Gender Reassignment	Positive/Negative <u>Evidence: N/A no impacts</u>
4. Marriage and Civil Partnership	Positive/Negative <u>Evidence: N/A no impacts</u>
5. Pregnancy and Maternity	Positive/Negative <u>Evidence: N/A no impacts</u>
6. Race	Positive <u>Evidence: Encourages inclusive new developments</u>
7. Religion or belief	Positive/ <u>Evidence: Encourages the retention and creation of community facilities</u>
8. Sex	Positive <u>Evidence: Encourages inclusive new developments and improved access for all.</u>
9. Sexual orientation	Positive/Negative <u>Evidence: N/A no impacts</u>
Other e.g. Deprivation, health inequalities, urban/rural divide, community safety.	The strong focus on regeneration particularly within the Kidderminster Central Area Action Plan (KCAAP) places an emphasis on tackling deprivation particularly within the most deprived wards of Oldington & Foley Park and Broadwaters. Policies also look to address inequalities through improving access to facilities and this also applies to rural areas with regard to rural regeneration.
Conclusion	Is a full assessment required? NO

Signed	Date
Agreed	Date
A full EIA is required if the initial screening has identified the service / policy / project is going to have the potential to cause adverse impact or discriminate against different groups in the community or the council's workforce.	

Prior to the Equality Act 2010, there were 3 separate public sector equality duties covering race, disability and gender. The Equality Act 2010 replaced these with a new single equality duty covering the following protected characteristics:

Protected characteristics: definitions

Age - where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

Disability - a person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender reassignment - The process of transitioning from one gender to another.

Marriage and civil partnership - marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.

Pregnancy and maternity - pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Race - It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion and belief - religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism).

Sex - a man or a woman.

Sexual orientation - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.