

Full Equality Impact Assessment- EIA

APPENDIX B

An EIA is a way of finding out if:

- Our services are accessible to service users and employees.

An EIA helps us to make sure that:

- Our functions and policies do not have a negative impact or discriminate in any way against any members of our local community.



A Full EIA needs to work through the following stages:

- ⇓ **Establish clear aims & objectives-** What is the purpose? Who will benefit? What are the intended outcomes?
- ⇓ **Consideration of data & information-** National & local data; service data; satisfaction/feedback data; complaints; research
- ⇓ **Assessing the impact-** Who does/does not use service? Have you consulted? Does it reflect varied needs of community?
- ⇓ **Reviewing/Scrutinising the impact-** Is there a differential impact on different groups? Is it adverse? Is it directly or indirectly discriminatory? *Show justification if applicable*
- ⇓ **Addressing the issues-** Measures to alleviate impact; alteration to policy; action plans
- ⇓ **Formal consultation-** Use appropriate methods; consult those affected or with legitimate interest; consult widely; ensure consultation is open, inclusive & accessible
- ⇓ **Making a decision-** Explain decision & intended effects/benefits; monitor any actions
- ⇒ **Publication of results-** Accessible & user friendly; add website & intranet; notify consultees

Name of service or policy being assessed	Wyre Forest District Local Plan 2016-2036 Submission document		
Directorate	Economic Prosperity and Place	Is this a new or existing service or policy?	New
Officers completing the assessment	Kate Bailey	Director	Corporate Director: Economic Prosperity & Place
Date	03/02/2020	Relevant Cabinet Member	Cabinet Member for Economic Regeneration, Planning and

What is the purpose? What are the outcomes?	The Local Plan determines a spatial strategy for new development and how much development, its location and of what type is required up until 2036. The document also considers what infrastructure will be needed to support the proposed development. The proposals in the document have already been subject to statutory public consultation and will be subject to a full program of public examination as part of the adoption process once it has been submitted to the Secretary of State.		
Are there any statutory requirements?	YES. The Council has a statutory duty to develop a Local Plan and conduct a regular review. This Local Plan has gone out to full public consultation throughout the various stages of the plan under Regulation 18, 19 and in line with the Council's Statement of Community Involvement.		
Who are the main customer groups / stakeholders?	All residents and organisations have had an opportunity to comment on the proposals at the various consultation events or in writing.		
Who is intended to benefit from this service/policy? How will they benefit?	All residents ,businesses, stakeholders and visitors.		
What information are you using? What does the evidence show you?	Research has been undertaken to inform the Plan including an Objective Assessment of Housing Need, Green Belt review, Viability Study, Sustainability Appraisal etc. This forms part of an extensive evidence base which also includes the identification of housing needs and requirements for both housing and employment sites.		
What impact does the service / policy / project have on the protected characteristics as defined by the Public Sector Equality Duty 2010			
Age Impact on people of all ages, inc younger and older people	Y	N	<u>Evidence</u> Positive. The policy aims to assist all households through meeting housing and economic growth but will include provision of specialist housing including residential care and Extra Care that is suitable for older people.
Disability Impact on people with disabilities, inc physical, sensory and learning disabilities, mental health issues and long-term limiting illnesses	Y	N	<u>Evidence</u> Positive. The policy aims to assist all households through meeting housing and economic growth but will include provision of specialist housing.

Gender Impact on people of different genders, inc transgender / gender reassignment	Y	N	<u>Evidence</u> No adverse differential impact.
Sexual orientation Impact on people who are gay, lesbian or bisexual	Y	N	<u>Evidence</u> No adverse differential impact.
Religion or belief Impact on people who practise different religions or have different beliefs (inc non-belief)	Y	N	<u>Evidence</u> No adverse differential impact.
Race Impact on different ethnic groups, inc migrant communities and Gypsies/Roma/Travellers	Y	N	<u>Evidence</u> Potential adverse differential impact for G&T who may wish to live on G&T sites as opposed to bricks and mortar. A GTAA was undertaken in 2014 which projected through to 2036 being the end of the Plan period, but it is recognised that this does need to be refreshed and that such refresh will be undertaken during 2020. Currently there are not any sites allocated in the Local Plan as there isn't any need based on current evidence until after 2024/29.
Other e.g. Deprivation, health inequalities, urban/rural divide, community safety, marriage & civil partnership, pregnancy & maternity.	Y	N	<u>Evidence</u> No adverse differential impact. There are potentially some positive benefits around health inequalities through the proposed policies to tackle hot food takeaways located in close proximity to schools.
Review			
Can any differential impact be justified? (e.g. promoting equality of opportunity)	Y	N	<u>Evidence</u> G&TA have the opportunity to bring forward sites through the usual Development Management Process. Over the last 3 years 8 pitches have been brought forward utilising this mechanism.
Does any adverse impact amount to unlawful	Y	N	<u>Evidence</u>

discrimination?			No
What alternative actions could be taken to mitigate any adverse impact? <i>(add these to the action plan)</i>	Undertake a new Gypsy and Traveller assessment of housing needs. This will identify if there is any unmet needs during the plan period and will enable the Council to provide the Inspector with an updated position.		
Consultation			
Detail any specific consultation on this service/policy <i>(if there is insufficient data, further consultation will need to be undertaken and included in the action plan)</i>	Consultation was undertaken during the development of the plan and Issues and Options stage and then again under Regulation 18 and 19 duties. The lack of an allocated site for G&T was not raised by any responders. Further work directly involving G&T communities will be undertaken as part of the G&T assessment.		
Conclusion			
Can the service/policy proceed?	Yes the Plan is considered 'sound'		
How will the service/policy be monitored and reviewed? <i>(please give timescale)</i>	The Local Plan policies will be reviewed at examination stage.		
Signed 			Date 30/01/2020
Agreed 			Date 30/01/2020

Action Plan

Impact	Action required	Lead Officer	Timescale	Comments
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Race	Undertake a G&T assessment	Kate Bailey	By September 2020	
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Action Plan to be reviewed:	Date: January 2021
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