

Equality Analysis (Previously Equality Impact & Needs Assessment) Form



Name of the policy, function or project:

Blaby District Local Development Framework Core Strategy (Submission Version)

Service:

Planning Policy (Policy and Partnerships)

Complete this form for any existing/proposed policy/function/project regardless of whether it is aimed at external customers or internal staff. . Please also be aware that equality policy applies to staffing/human resources issues as much as to external service delivery issues. Please note that existing policies/functions will be assessed as per an agreed annual programme. However if you are reviewing or devising a policy etc that is not currently in the 3 year plan it still needs an EA

Answer every question – even if it is negative.

If you conclude that there is a negative impact you will need to review the policy/function/project to improve the equalities performance and minimise or remove the impact. This should be done using the 'Improvement Actions Planned' table. Where appropriate such actions should be included in your Service Plan for the following year.

If the Corporate Equalities & Access Group (CEAG) feels this impact assessment needs further consideration, **you will be asked to review your conclusions.**

As a result of this exercise, you will have checked that your policy/function/project does not have negative/adverse impacts in terms of Gender, Gender re-assignment/ transgender, Ethnicity/Race, Disability, Age, Sexual Orientation, Religion or Belief, Marriage/Civil Partnerships, Pregnancy/Maternity (equality target groups).If it does you will have identified relevant actions needed to minimise or remove such impact and their likely resource implications.

This is not simply a paper exercise – it is designed to make sure that your policy/function/project and service (development) is delivered fairly and effectively to all sections of our local community, and our employees!

Please note that the Council is required to publish the results of these assessments, and update; therefore **your completed form may be a public document.**

Once completed and/or when your corresponding report is submitted to Management Board –Cabinet, please pass this form, together with documentation describing both the policy/function/project it concerns and any evidence relating to assessed impacts, to Alison Moran, Performance Manager. ***If this is a new policy/service/procedure/function/project this form will also need to be attached to your draft report for approval by your Director prior to its first submission to Management Board. Reports cannot be considered by Management Board unless both they & this EA have had prior approval by the relevant Director.***

For further details please see separate Guidance Note on process for completion of EA's

To complete the form using 'check marks' in the boxes, position the cursor over the box you require, left double click, then select 'checked' in the 'check box form field options' box that appears on screen.

a. Preparation

The work on this section should be done in advance and be used as part of your INA. Please attach examples of available evidence, including monitoring information, research and consultation reports.

1a. Do you have relevant data available on the number of people within the scope of your policy/function/project? E.g whole population of the district/ward or employee data.

In relation to:

	Yes	No
• Women and men	<input checked="" type="checkbox"/>	<input type="checkbox"/>
• Gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Black and minority ethnic communities	<input checked="" type="checkbox"/>	<input type="checkbox"/>
• People with disabilities	<input checked="" type="checkbox"/>	<input type="checkbox"/>
• Age groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>
• Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Religion or belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>
• Marital status/civil partnership	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
• Pregnancy/Maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>

1b. Do you have relevant data available on the number of people subject to or impacted by your policy/function/project? E.g. numbers of disabled people using the service.

In relation to:

	Yes	No
• Women and men	<input type="checkbox"/>	<input checked="" type="checkbox"/>

- Black and minority ethnic communities
- Gender reassignment
- People with disabilities
- Age groups
- Sexual orientation
- Religion or belief
- Marital status/civil partnership
- Pregnancy/Maternity

<input type="checkbox"/>	<input checked="" type="checkbox"/>
<input type="checkbox"/>	<input checked="" type="checkbox"/>
<input type="checkbox"/>	<input checked="" type="checkbox"/>
<input type="checkbox"/>	<input checked="" type="checkbox"/>
<input type="checkbox"/>	<input checked="" type="checkbox"/>
<input type="checkbox"/>	<input checked="" type="checkbox"/>
<input type="checkbox"/>	<input checked="" type="checkbox"/>
<input type="checkbox"/>	<input checked="" type="checkbox"/>
<input type="checkbox"/>	<input checked="" type="checkbox"/>

2. If you have answered 'yes' to the above questions your monitoring data should be compared to the current available census data to see whether a proportionate number of people are taking up your service. Please make any comments regarding service take up if relevant:

We do not have data regarding the take up by people subject to or impacted on by the Core Strategy

If you have answered 'no' please explain reasons for lack of relevant data:

The Core Strategy sets out the long term strategy for the development of the District. The strategy will affect new and existing residents and people working in / visiting the District. It is not possible to accurately quantify the populations that would be impacted by the service, either now or for the duration of the Plan.
 We do have Census of Population data (2001) which covers some of the categories, however, this is over 10 years old and therefore not up to date. We not have data on sexual orientation; gender reassignment or pregnancy / Maternity

3. Are you aware of any relevant equality or diversity related consultation, research, or good practice guidance in relation to this area? If so then please list and attach here:

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

In accordance with the Council's Statement of Community Involvement a number of 'Hard to Reach' groups have been identified. These have been notified at key stages of Core Strategy production. Groups representing Black and Minority Ethnic groups (including Gypsies and Travellers), people with disabilities, and young people/ older people have been consulted. Forums representing these people have been attended.

4. Do you need to carry out further research/ consultation to identify impacts, needs etc? Please specify what and who with?

Yes

No

Further information concerning the scale and distribution and how they relate, if at all, to the Planning Policy service would be helpful.

b. Your policy, service, function or project

1. What is the title and main aim or purpose of the policy/function/service/project?

To provide a spatial planning strategy for the District of Blaby which sets out a vision , objectives and policies that will determine how the District will develop to 2029.

2. List the areas of activity of the policy/function/project, e.g. the recruitment strategy might have advertising, interviewing, short listing etc. as activity areas.

The key areas addressed in the document are: Strategy for locating new development, Design of new development; Sustainable Urban Extension; Strategic Employment Site; Housing distribution; Employment; Affordable housing; Mix of housing; Gypsies and Travellers; Transport Infrastructure; Infrastructure, services and facilities; Planning obligations; Retailing; Green Infrastructure; Open space, sport and recreation; green wedges; areas of separation; countryside; Bio and geo – diversity; cultural environment; climate change; flood risk management and waste.

3. Who are the main intended beneficiaries of the policy/function/service/project?

The Core Strategy will benefit current and future populations (both residents and visitors to the District). The Strategy will seek to ensure that the appropriate number, type and mix of housing , jobs and retail/ leisure opportunities are provided.

5. Which people / groups may be affected by the policy/function/project – whole population or particular groups?

Whole population and particular groups.

6. Are you expecting to make any changes during the next year?

- Policy
- Function
- Project
- Procedure

Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>

7. Who else will be involved in undertaking the EA (names and roles)?

c. Impact Assessment

1. Complete the following tables for each equality target group, by inserting a check mark or tick in one of the 3 options columns - Positive impact, Negative impact, Neutral.

- ★ Consider the information gathered in Section (a) of this form, compare monitoring information with census data, and considering any other evidence, research or consultations, identify any instances where you believe people in different equality groups could be impacted differentially.
- ★ This is particularly important where you think that the policy/function/project could have a **negative impact** on any of the equality target groups, i.e. it could disadvantage them, but also
- Where you think that the policy/function/project could have a **positive impact** on any of the equality target groups or contribute to promoting equality, equal opportunities or improving relations within equality target groups
- Otherwise, if you think that neither negative nor positive apply, then choose **neutral impact**
- Note that only **one** type of impact can be applicable for any particular equality group category e.g. male or female.
- **In all cases, please state briefly the reason/rationale for your assessment.**

a) How will the policy/function/project/procedure impact on men, women and those who are transgendered or have gone through gender re-assignment? e.g. flexible working arrangements might have a positive impact on women with caring responsibilities

Gender	Positive impact	Negative impact	Neutral	Reason/Rationale for Assessment
Male	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Planning policies do not differentiate by gender
Female	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	ditto
Transgender/GR	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	ditto

b) How will the policy/function/project/procedure impact on people from different or minority ethnic communities? This may involve using Council services differently, e.g. will Muslim women use the Council's swimming pool more often if separate sex swimming arrangements are in place?

Ethnicity	Positive impact	Negative impact	Neutral	Reason/Rationale for Assessment
White British	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
White European	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Mixed Ethnicity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The 'mix of housing policy' seeks to secure a mix of accommodation to meet needs. The Council's Strategic Housing Market Assessment indicates that some BME groups require specific types of housing (generally larger properties) . This will be enabled by the policy.
Asian	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	ditto
African or Caribbean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	ditto
Gypsy/Roma	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Policy 9 deals with accommodation for gypsies and travellers
Other ethnic group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

c) How will the policy/function/procedure

impact on people with disabilities, e.g. if information about Council Tax benefits are not made available in large print or alternative formats, access to such benefits might be denied to people with a visual impairment or learning disability.

Disability/Health	Positive impact	Negative impact	Neutral	Reason/Rationale for Assessment
Visually impaired	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Hearing impairment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Physically disabled	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Policy 2 – Design of new development requires large residential developments to meet the Building for Life 'silver standard'. Policy 8 'mix of housing' encourages housing to be built to 'Lifetime Homes' standard. Both can benefit those with physical disabilities.

Learning difficulty	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Mental health problem	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Other longstanding health problem which limits day to day activities	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

d) Does the policy/function/project/procedure impact on people differently based on their age, e.g. a job advertisement that requires at least ten years post qualification experience would clearly prevent people in their twenties from applying

Age Group	Positive impact	Negative impact	Neutral	Reason/Rationale for Assessment
Children (under 16)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The policies seek facilities and services that will benefit young people; play and open space provision; education facilities and providing improved cycling and footpath links are potential areas of benefit.
(16 to 29)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Ditto above
(30 – 44)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
(45 – 59)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
(26 to 55)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
(60 – 74)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The 'mix of housing' policy seeks to ensure that the needs of all the community are met and encourages housing to be built to Lifetime Homes' standard.. The SHMA indicates a broad need for older persons accommodation, which the housing mix policy will seek to achieve. The Building for Life silver standard required by Policy 2 may help the elderly to adapt their housing.
Older (over 75)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Ditto above

e) Does the policy/function/project/procedure impact on people differently based on their sexual orientation, e.g. if housing policy is only to offer temporary accommodation to couples of different sex a gay or lesbian couple would be unable to be housed

Sexual Orientation	Positive impact	Negative impact	Neutral	Reason/Rationale for Assessment
Heterosexual	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Gay or Lesbian	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Bisexual	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

f) Does the policy/function/project/procedure impact on people differently based on their religion or belief e.g. would a person of the Hindu religion be able to give a binding affirmation if a procedure requires the swearing of an oath on the Bible?

Religion or Belief	Positive impact	Negative impact	Neutral	Reason/Rationale for Assessment
Christian	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Hindu	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Muslim	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Sikh	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Jewish	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Other	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The SUE policy seeks to provide for community / faith facilities as part of the development.
None believer	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

f) Does the policy/function/project/procedure impact on people differently based on any of the other protected characteristics where these are affected by aspects of the Equality Act (e.g. marital status and civil partnership; pregnancy or maternity)

No

If you conclude that there is a **negative impact** in one or more of the target groups you will need to **amend the policy/function/project and/or take further action, to minimise or remove the impact** This should be done using the 'Improvement Actions Plan' table overleaf. If you think that other actions could be taken **to increase any positive impacts**, please include these too. Where appropriate, such actions should be included in your current/proposed Service Plan.

Impact & Needs Assessment: Improvement Actions Plan

Please list below any recommendations for action to improve the equalities performance of the policy/function/project that you plan to take as a result of this impact assessment. This could be to change the policy itself or involve other initiatives. Where appropriate, these actions should also be included in your current/proposed Service Plan.

Issue/Link to INA question number	Action Required	Lead Officer	Time-scale	Resource implications	Comments
Update demographic data. Develop better understanding of certain groups within the population.	Need to work with partners to keep the evidence base up to date (including demographic data). Need better information concerning 'Hard to Reach ' groups.	PT	2012+	May need to purchase data / commission research	
Gypsy and Travellers' Needs Assessment update.	Need up to date information concerning Gypsy and Traveller Accommodation	RT	2012+	Will need to commission consultants	Needs to be undertaken jointly with other authorities within the Leicester HMA.

Please ensure that the section below is completed and signed by one or both NAMED officers as applicable:

NAME: _____ (Please print name)

Signed: _____
 (Corporate/Group/Service Manager)

Date: 19 DECEMBER 2011 _____

NAME: GARY CLARK _____ (Please print name)

Signed: _____
 (Completing Officer)

Date: 19 DECEMBER 2011 _____

Please keep a copy on record to which the public could have full access. Also send or e-mail a copy of this completed form along with documentation describing the policy/function/project it concerns to:

Alison Moran, Performance & Audit Manager