

# Equality Impact Assessment Form

## Part 1: Screening

**Name of Strategy/Policy/Project/Function:**  
**Completing Officer's Name:**  
**Completing Officer's Telephone Number:**  
**Date Completed:**

Developer Contributions SPD
Billy Clements
01737 276 087
22 February 2016

Please send a copy of the completed form to the Equalities Group at [equalities@reigate-banstead.gov.uk](mailto:equalities@reigate-banstead.gov.uk).

### Section One: Identify Your Aims and Objectives

*The purpose of an Equality Impact Assessment is to improve the work of the Council by making sure that we promote equality and do not discriminate. This method is used to ensure that individuals and teams consider the likely impact of their work on residents and take action to improve strategies, procedures, projects and functions where necessary.*

#### What is the main purpose of this strategy?

Sets out the Council's approach to securing infrastructure from new development in the borough

#### List the main activities & objectives or main policy areas of this strategy

Explain the mechanisms available to the Council in securing infrastructure  
Give guidance as to stakeholders as to the different circumstances in which each may be used and the types of infrastructure which may be sought  
Sets out the process which will be followed in assessing infrastructure requirements and in negotiating and completing agreements

#### Who are the main beneficiaries of this strategy?

The Council  
Residents  
Developers  
Infrastructure providers

#### In what way are the main beneficiaries affected by this strategy?

The Council/infrastructure providers – will secure funding for infrastructure, mitigation and services through the mechanisms set out in the SPD  
Residents/businesses – will benefit from the infrastructure provided through CIL and as part of new developments  
Developers – will benefit from clarity as to the Council's position in relation to planning applications and infrastructure requirements

## Section Two: Consider 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, managers should identify this as a limitation and identify ways to overcome this. This may include contacting specialist or other external organisations, or by conducting further research of existing regional and national data.*

### **What data is available to help direct the EIA?**

The Planning Policy Team hold a range of information which provides information about issues relevant to many equalities groups including older people, young people and children, people with disabilities and Gypsies and Travellers

- The annual Monitoring Report assesses the performance and effectiveness of local planning policies and progress on the Local Development Framework
- The Council also publishes a series of issue specific monitoring reports: a Town Centre Monitor, a Local Shopping Monitor, a Housing Monitor, an Industrial Estates monitor, a Commercial Commitments Monitor and an Area for Small Businesses Monitor. These provide a comprehensive range of information on the range, size and types of businesses and retailers operating in the borough, vacancy rates, lettings, housing development and housing markets.
- The Council has data on the number and location of Gypsy, Traveller and Travelling Showpeople pitches and plots and sites. The accommodation needs of these groups have also been researched in a specific accommodation assessment undertaken in 2013.
- The Council's Borough Quality of Life profile provides a range of statistics in relation to the demographics and characteristics of the borough's communities and population.
- The Policy Team monitors the Government's Indices of Multiple Deprivation and the ranking of sub-areas within the borough to assess the social, economic and health of local communities. This data provides a benchmark against which to assess the impact of Local Plan (and Core Strategy) policies on local communities.
- Various technical evidence base studies on housing land availability, affordable and market housing, economic markets, transport, older peoples housing, accessible housing and open spaces.

### **Are there any gaps in data that may require further research or consultation?**

None identified

## Section Three: Assess The Impact on Equality Target Groups

*Assess where you think the strategy could have a negative impact on any of the equality target groups i.e. where it could disadvantage them. Also consider where the strategy could have a positive impact or could contribute to promoting equality, equal opportunities or improving relations with equality target groups.*

*Consider the following:*

- *Publicity, including design, distribution and accessible communications issues*
- *Physical access*
- *Location, geography*
- *Poverty, deprivation and social exclusion issues*
- *Employment*

- Safety
- Direct discrimination: does the strategy intentionally exclude a particular equality group? If so, is this exclusion justified? Are the strategy and its outcomes likely to be equally accessed by all (are there barriers that might inhibit access to the service for some people)?

Lack of data may make completing this section difficult, but is not be a reason to halt the process. Please continue to complete this form.

**Completing the table below will predict the likely impact on the target groups. You are not required to complete each box, only those that are relevant. Relevant boxes are those where there is a disproportionate or greater impact either way.**

		Positive Impact	Neutral	Negative Impact	Reason
<b>Age</b>	Older people	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	The SPD may support the Council in securing health facilities within and as part of new development which may be beneficial to older residents. The provisions of the SPD may aid delivery of the Council's policies in relation to specialist/adapted accommodation.
	Younger people & children	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	The provisions of the SPD may support the Council in securing facilities for young people within new developments.
<b>Disability</b> <i>Long-term health impairment includes mental health problems, asthma, heart conditions, chronic fatigue etc</i>	Physical	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	The SPD may support the Council in securing health facilities within and as part of new development which may be beneficial to those with disabilities. The provisions of the SPD may aid delivery of the Council's policies in relation to specialist/adapted accommodation.
	Sensory	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Learning	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Long-term Health Impairment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
<b>Gender</b>	Women	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	No specific impact expected
	Men	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
<b>Gender reassignment</b>	Trans-men and -women	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	No specific impact expected
<b>Marriage and civil partnership</b>	People who are married or in a civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	No specific impact expected
<b>Pregnancy and maternity</b>	Mothers or women who are pregnant	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	The SPD may support the Council in securing health facilities within and as part of new development which may be beneficial to mothers and those who are pregnant.

<b>Race</b> <i>These categories are those used in the 2001 census</i>	Asian	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	No specific impact expected
	Black	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Mixed race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	White	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Chinese	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Other racial or ethnic groups (specify)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
<b>Religion or belief</b> <i>Consider faith groups individually and collectively</i>	Faith groups	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	No specific impact expected
<b>Sexual orientation</b>	Heterosexuals, lesbians, gay men and bisexuals	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	No specific impact expected

**If you have indicated that there is a potential negative impact on any target group, are these Intentional and/or of a High Impact?**

**Intended?** ~~i.e. can be justified in terms of legislation~~  
~~e.g. concessionary fares older people~~ Yes  No

**High Impact?** ~~i.e. it is or may be discriminatory against~~  
~~one or more groups~~ Yes  No

Is the negative impact **NOT INTENDED** and/or of **HIGH IMPACT**?

- If **YES**, a full assessment is required. Please complete the **Equality Impact Assessment Form Part 2: Full Assessment**.
- If **NO**, complete the rest of this form. Do not ignore low impacts- these could help you to develop services in the future.

## Section Four: Improvement Planning

*It is important to consider any influence that the strategy is having, or could potentially have, on the individual strands of equality. The strategy should be examined for its effectiveness in:*

- Promoting equality
- Eliminating discrimination
- Achieving equality

*Could negative impacts be removed or minimised? Could positive impacts be improved and if so, how?*

*Analysis must be undertaken with the strategic objectives of the Council in mind and the questions should reflect legal requirements, the emerging Local Development Framework and population needs.*

**Use the table below to record how you could minimise or remove any low negative impact or improve the positive impact of the strategy.**

Issue	Action
The impacts of the SPD will ultimately depend upon the detail of spending proposals of CIL and the specific projects/infrastructure which is secured from new development.	Consideration to be given to promoting equality and the needs of target groups when drawing up plans for the spending of CIL and delivery of s106 projects

**If there is no evidence that the strategy promotes equality, equal opportunities or improved relations, could it be adapted so that it does? If so, how?**

N/A

## Section Five: Monitoring and Reviewing

**What data do you have that monitors the impact of the strategy on protected groups?**

- Indices of Multiple Deprivation (IMD)
- Housing Monitor
- Annual Monitoring Report (AMR)
- Other Monitors (Commercial, Employment, Local Shopping, Town Centres, Areas for Small Business)

**How is this data used?**

- The IMD provides data on deprivation levels in the borough – this may enable us to identify where, for example, the SPD and the infrastructure resulting from its implementation, has improved access to services, reduced health inequalities and improved outcomes for local communities
- Annual Monitoring Report (AMR) – which will capture the impact of the SPD by monitoring the actual delivery of infrastructure projects and the funds collected from developers to support new/improved services.
- Housing Monitor – annual monitor providing details about progress in delivering housing and meeting targets in the borough. This also captures the delivery of specialist housing types such as retirement/care homes or adapted housing
- Other monitors – collectively they may reveal indirect impacts/effects associated with the provision of infrastructure on the prosperity of communities.

**If there is no data, explain how you intend to continue monitoring the impact of this strategy:**

N/A

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## Strategic Environmental Assessment (SEA) – Screening for Supplementary Planning Documents

<b>Document Name</b>	Developer Contributions SPD
<b>Purpose</b>	Sets out the Council's approach to securing infrastructure from new development in the borough
<b>Completing Officer</b>	Billy Clements
<b>Date Completed</b>	24 February 2016

### Background

Under the requirements of the European Union Directive 2001/42/EC (Strategic Environmental Assessment (SEA) Directive) and the Environmental Assessment of Plans and Programmes Regulations (2004), specific types of plans that set the framework for the future development consent of projects must be subject to an environmental assessment.

In accordance with the provisions of the SEA Directive and the Environmental Assessment of Plans and Programmes Regulations (2004) (Regulation 9 (1)), the Council must determine if a plan requires an environmental assessment. Where the Borough Council determines that SEA is not required then under Regulation 9(3) the Council must prepare a statement setting out the reasons for this determination.

Under separate legislation (the Planning and Compulsory Purchase Act 2004 and associated Regulations), the Council is required to carry out a Sustainability Appraisal (SA) for all Development Plan Documents. This considers the social and economic impacts of a plan as well as the environmental impacts. In accordance with current Regulations (Town & Country Planning (Local Planning) (England) Regulations 2012) SA is not required for Supplementary Planning Documents (SPDs).

This is confirmed in the National Planning Practice Guidance (Paragraph 11-008-20140306) states that *“Supplementary planning documents do not require a sustainability appraisal but may in exceptional circumstances require a strategic environmental assessment if they are likely to have significant environmental effects that have not already been assessed during the preparation of the Local Plan. A strategic environmental assessment is unlikely to be required where a supplementary planning document deals only with a small area at a local level, unless it is considered that there are likely to be significant environmental effects.”*

### Officer Comments

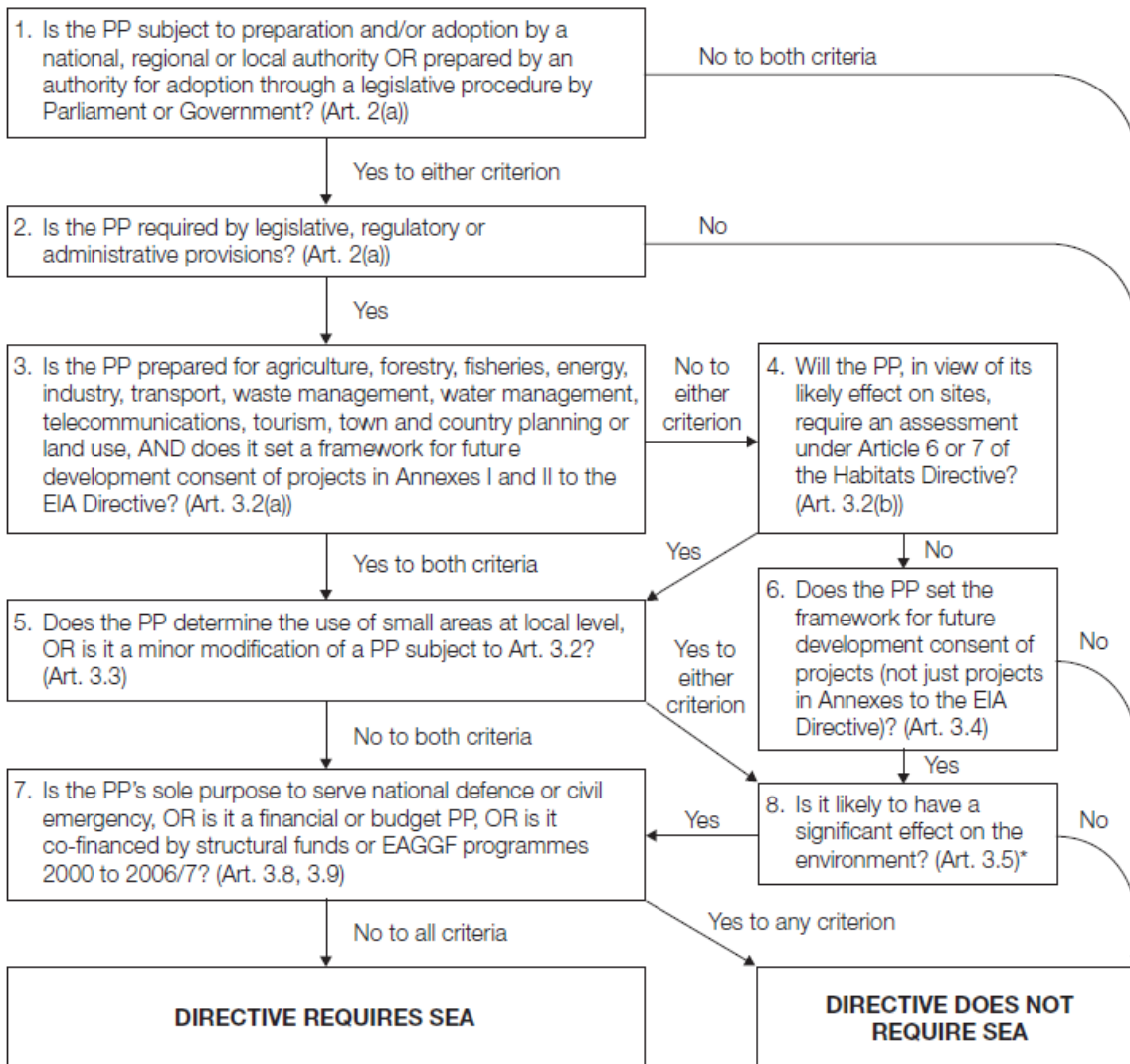
The Developer Contributions SPD is intended to support delivery of the Core Strategy Policy CS12. This policy was subjected to full SA and SEA as part of the preparation of the Core Strategy and has been independently examined. The SPD is not therefore likely to have environmental effects beyond any which have already assessed as part of Policy CS12.

### Screening Process

Guidance on the screening process is set out in A Practical Guide to the Strategic Environmental Assessment (ODPM, 2005). This document provides criteria and a flow chart for considering the application of the SEA Directive to individual plans and policies (Figure 1 below).

**Figure 1: Application of SEA Directive to Plans and Programmes**

This diagram is intended as a guide to the criteria for application of the Directive to plans and programmes (PPs). It has no legal status.



\*The Directive requires Member States to determine whether plans or programmes in this category are likely to have significant environmental effects. These determinations may be made on a case by case basis and/or by specifying types of plan or programme.

Source: A Practical Guide to the Strategic Environmental Assessment Directive (ODPM, 2005)

Annexes I and II of the EIA Directive (as mentioned in Step 3), are included at Appendix 1 of this screening document.

Table 1 overleaf sets out the Council's assessment of the questions outlined in Figure 1 above.

**Table 1: Screening Assessment**

Question	Response	Officer Comments	Outcome
Is the SPD subject to preparation and/or adoption by a national, regional or local authority OR prepared by an authority for adoption through a legislative procedure by Parliament or Government (Article 2(a))?	Yes	The SPD will be prepared and adopted by Reigate & Banstead Borough Council as the local planning authority	Proceed to Step 2
Is the SPD required by legislative, regulatory or administrative provisions? (Article 2(a))?	Yes	Although preparation of the SPD is not obligatory, it is prepared under and must take account of legislative and regulatory provisions. It is also intended to implement the Development Plan which is an administrative provision.	Proceed to Step 3
Is the SPD prepared for agriculture, forestry, fisheries, energy, industry, transport, waste management, telecommunications, tourism, town and country planning or land use, AND does it set a framework for future development consent of projects in Annexes I and II to the EIA Directive? (Art. 3.2(a))	Yes/No	The SPD is prepared for the purposes of town and country planning but does not set a framework for future development consent of Annex I and II projects	Proceed to Step 4
Will the SPD, in view of its likely effect on sites, require an assessment under Article 6 or 7 of the Habitats Directive? (Article 3.2(b))	No	The SPD will not have an effect on sites in a way which requires an assessment under Article 6 or 7 of the Habitats Directive.	Proceed to Step 6
Does the SPD set the framework for future development consent of projects (not just projects in Annexes to the EIA Directive)? (Article 3.4)	Yes	The SPD will be a material consideration in determining planning applications.	Proceed to Step 8
Is it likely to have a significant effect on the environment? (Article 3.5)	No	The effect of Core Strategy Policy CS12 – which the SPD helps implement – has been subject to full SA/SEA. The SPD is not likely to have additional effects over and above that already assessed.	<b>SEA is not required.</b>

### Conclusion

Taking account of the provisions of the Directive, guidance in the NPPG, NPPF and A Practical Guide to the Strategic Environmental Assessment Directive, it is concluded that the **Developer Contributions SPD does not require Strategic Environmental Assessment.**



## Appendix: EIA Directive Annex I and II projects

### EIA Directive Annex I

Projects subject to Article 4 (1)

1. Crude-oil refineries (excluding undertakings manufacturing only lubricants from crude oil) and installations for the gasification and liquefaction of 500 tonnes or more of coal or bituminous shale per day.
2. Thermal power stations and other combustion installations with a heat output of 300 megawatts or more and nuclear power stations and other nuclear reactors (except research installations for the production and conversion of fissionable and fertile materials, whose maximum power does not exceed 1 kilowatt continuous thermal load).
3. Installations solely designed for the permanent storage or final disposal of radioactive waste.
4. Integrated works for the initial melting of cast-iron and steel.
5. Installations for the extraction of asbestos and for the processing and transformation of asbestos and products containing asbestos: for asbestos-cement products, with an annual production of more than 20,000 tonnes of finished products, for friction material, with an annual production of more than 50 tonnes of finished products, and for other uses of asbestos, utilization of more than 200 tonnes per year.
6. Integrated chemical installations.
7. Construction of motorways, express roads <sup>(1)</sup> and lines for long-distance railway traffic and of airports <sup>(2)</sup> with a basic runway length of 2,100 m or more.
8. Trading ports and also inland waterways and ports for inland-waterway traffic which permit the passage of vessels of over 1,350 tonnes.
9. Waste-disposal installations for the incineration, chemical treatment or land fill of toxic and dangerous wastes.

<sup>(1)</sup> For the purposes of the Directive, 'express road' means a road which complies with the definition in the European Agreement on main international traffic arteries of 15 November 1975.

<sup>(2)</sup> For the purposes of this Directive, 'airport' means airports which comply with the definition in the 1944 Chicago Convention setting up the International Civil Aviation Organization (Annex 14).

### EIA Directive Annex II

Projects subject to Article 4 (2)

1. Agriculture
  - (a) Projects for the restructuring of rural land holdings.
  - (b) Projects for the use of uncultivated land or semi-natural areas for intensive agricultural purposes.
  - (c) Water-management projects for agriculture.
  - (d) Initial afforestation where this may lead to adverse ecological changes and land reclamation for the purposes of conversion to another type of land use.
  - (e) Poultry-rearing installations.
  - (f) Pig-rearing installations.
  - (g) Salmon breeding.
  - (h) Reclamation of land from the sea.
2. Extractive industry
  - (a) Extraction of peat.
  - (b) Deep drillings with the exception of drillings for investigating the stability of the soil and in particular:
    - i. geothermal drilling,
    - ii. drilling for the storage of nuclear waste material,
    - iii. drilling for water supplies.
    - iv. Extraction of minerals other than metalliferous and energy-producing minerals, such as marble, sand, gravel, shale, salt, phosphates and potash.
  - (c) Extraction of coal and lignite by underground mining. (e) Extraction of coal and lignite by open-cast mining. (f) Extraction of petroleum.
    - i. (g) Extraction of natural gas.
    - ii. (h) Extraction of ores.
      - (i) Extraction of bituminous shale.
    - iii. (j) Extraction of minerals other than metalliferous and energy-producing minerals by open-cast mining.
    - iv. (k) Surface industrial installations for the extraction of coal, petroleum, natural gas and ores, as well as bituminous shale.
    - v. (l) Coke ovens (dry coal distillation).
    - vi. (m) Installations for the manufacture of cement.

3. Energy industry
  - (a) Industrial installations for the production of electricity, steam and hot water (unless included in Annex I).
  - (b) Industrial installations for carrying gas, steam and hot water; transmission of electrical energy by overhead cables.
  - (c) Surface storage of natural gas.
  - (d) Underground storage of combustible gases.
  - (e) Surface storage of fossil fuels.
  - (f) Industrial briquetting of coal and lignite.
  - (g) Installations for the production or enrichment of nuclear fuels.
  - (h) Installations for the reprocessing of irradiated nuclear fuels.
  - (i) Installations for the collection and processing of radioactive waste (unless included in Annex I).
  - (j) Installations for hydroelectric energy production.
4. Processing of metals
  - (a) Iron and steelworks, including foundries, forges, drawing plants and rolling mills (unless included in Annex I).
  - (b) Installations for the production, including smelting, refining, drawing and rolling, of nonferrous metals, excluding precious metals.
  - (c) Pressing, drawing and stamping of large castings.
  - (d) Surface treatment and coating of metals.
  - (e) Boilermaking, manufacture of reservoirs, tanks and other sheet-metal containers.
  - (f) Manufacture and assembly of motor vehicles and manufacture of motor-vehicle engines.
  - (g) Shipyards.
  - (h) Installations for the construction and repair of aircraft.
  - (i) Manufacture of railway equipment.
  - (j) Swaging by explosives.
  - (k) Installations for the roasting and sintering of metallic ores.
5. Manufacture of glass
6. Chemical industry
  - (a) Treatment of intermediate products and production of chemicals (unless included in Annex I).
  - (b) Production of pesticides and pharmaceutical products, paint and varnishes, elastomers and peroxides.
  - (c) Storage facilities for petroleum, petrochemical and chemical products.
7. Food industry
  - (a) Manufacture of vegetable and animal oils and fats.
  - (b) Packing and canning of animal and vegetable products.
  - (c) Manufacture of dairy products.
  - (d) Brewing and malting.
  - (e) Confectionery and syrup manufacture.
  - (f) Installations for the slaughter of animals.
  - (g) Industrial starch manufacturing installations.
  - (h) Fish-meal and fish-oil factories.
  - (i) Sugar factories.
8. Textile, leather, wood and paper industries
  - (a) Wool scouring, degreasing and bleaching factories.
  - (b) Manufacture of fibre board, particle board and plywood.
  - (c) Manufacture of pulp, paper and board.
  - (d) Fibre-dyeing factories.
  - (e) Cellulose-processing and production installations.
  - (f) Tannery and leather-dressing factories.
9. Rubber industry
  - (a) Manufacture and treatment of elastomer-based products.
10. Infrastructure projects
  - (a) Industrial-estate development projects.
  - (b) Urban-development projects.
  - (c) Ski-lifts and cable-cars.
  - (d) Construction of roads, harbours, including fishing harbours, and airfields (projects not listed in Annex I).
  - (e) Canalization and flood-relief works.
  - (f) Dams and other installations designed to hold water or store it on a long-term basis.
  - (g) Tramways, elevated and underground railways, suspended lines or similar lines of a particular type, used exclusively or mainly for passenger transport.
  - (h) Oil and gas pipeline installations.
  - (i) Installation of long-distance aqueducts.
  - (j) Yacht marinas.

11. Other projects

- (a) Holiday villages, hotel complexes.
- (b) Permanent racing and test tracks for cars and motor cycles.
- (c) Installations for the disposal of industrial and domestic waste (unless included in Annex I).
- (d) Waste water treatment plants.
- (e) Sludge-deposition sites.
- (f) Storage of scrap iron.
- (g) Test benches for engines, turbines or reactors.
- (h) Manufacture of artificial mineral fibres.
- (i) Manufacture, packing, loading or placing in cartridges of gunpowder and explosives.
- (j) Knackers' yards.

12. Modifications to development projects included in Annex I and projects in Annex I undertaken exclusively or mainly for the development and testing of new methods or products and not used for more than one year.