

Equality Impact Assessment Form

Part 1: Screening

Name of Strategy/Policy/Project/Function:

Revised Reigate & Banstead Local
Development Scheme

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Please send a copy of the completed form to the Equalities Group at 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?

To set out the programme for the preparation of planning policy documents

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

Define the scope of future planning policy documents

Outline the timetable for the preparation of future planning policy documents

Who are the main beneficiaries of this strategy?

Preparation of the LDS is a statutory requirement.

The main beneficiaries are those interested parties (eg developers, members of the public) who have an interest in the preparation of planning policy documents

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

Having an up to date LDS will allow interested parties to have access to the best information about the work of the Planning Policy Team

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 Plan
- The Council also publishes a series of issue specific monitoring reports: a Town Centre Monitor, a Local Centre Monitor, a Housing Monitor, an Industrial Estates monitor and a Commercial Development 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 2016.
- 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 studies on housing land availability, affordable and market housing, economic markets, transport 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
Age	Older people	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Younger people & children	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
Disability <i>Long-term health impairment includes mental health problems, asthma, heart conditions, chronic fatigue etc</i>	Physical	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Sensory	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Learning	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Long-term Health Impairment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
Gender	Women	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Men	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
Gender reassignment	Trans-men and -women	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
Marriage and civil partnership	People who are married or in a civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
Pregnancy and maternity	Mothers or women who are pregnant	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
Race <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	
	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	
Religion or belief <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	
Sexual orientation	Heterosexuals, lesbians, gay men and bisexuals	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	

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 LDS is, essentially, a project plan, and on its own has a neutral impact on equalities. Its preparation is a statutory requirement.	EqIA will be used in the preparation of the planning policy documents identified in the LDS to ensure that positive equalities outcomes can be maximised and negative equalities outcomes can be minimised.

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?

See above, LDS is a statutory 'project plan' document. EqIA will be used in the preparation of the planning policy documents identified in the LDS to ensure that positive equalities outcomes can be maximised and negative equalities outcomes can be minimised.

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 Centres, Town Centres)

How is this data used?

- The IMD provides data on deprivation levels, health in the borough and enables us to monitor the impact of planning policies in the regeneration areas of Preston, Merstham, Redhill and Horley
- Housing Monitor – annual monitor providing details about progress in delivering housing and meeting targets in the borough
- Other monitors – collectively they provide information about the impact of policies on employment and business development in the borough
- The AMR assesses the performance and effectiveness of local planning policies and progress of the Local Plan.

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

N/A

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