

Equality Impact Assessment

Why do I need to consider equality issues?

Under the Equality Act 2010, as a public authority, we have a duty to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct
- advance equality of opportunity between people who share a protected characteristic and people who do not share it
- foster good relations between people who share a protected characteristic and people who do not share it

“As a public body, it is important that everyone who needs to can access our services.”

The term ‘protected characteristic’ covers age, disability, gender reassignment, pregnancy and maternity, race (including ethnic or national origins, colour or nationality), religion or belief, sex, and sexual orientation. If we fail to consider how a proposal could affect different groups in different ways, it is unlikely to have the intended effect. This can contribute to greater inequality and poor outcomes.

The Equality Duty applies to all the decisions made in the course of exercising the Council’s public functions. It applies to service provision and also internal operations and is a legal obligation.

In addition to this, the Council has specific Equality Objectives for 2020 to 2024 relating to:

- Using data and local intelligence better
- Supporting good community relations
- Accessible information and services
- Working for the Council

When formulating, reviewing, planning or providing services or policies, the Council needs to demonstrate that it has assessed the impact of any changes on people who are protected under the Equality Act, and that it has taken steps to remove or minimise any harm that it has identified.

More information about our objectives, and the Equality Act, can be found at www.reigate-banstead.gov.uk/equality.

Stage 1: Relevance Screening

“Do not leave the Equality Impact Assessment to the last minute!”

If you are considering changes to a service, a new or updated strategy or policy, or starting a new project, and people will be impacted by those changes in any way, you need to think about equality issues as part of the process.

The first stage should be to complete a Stage 1 Relevance Screening. This will allow you to assess the relevance of your proposal to equality and determine whether a full Stage 2 Equality Impact Assessment is required.

Your service area is responsible for carrying out Equality Impact Assessments and monitoring the ongoing impact of proposals. Please contact [Cath Rose, Head of Corporate Policy](#), if you have any questions about the Equality Impact Assessment process, and suggestions about how it could be improved, or would like any assistance in completing the template.

Stage 1: Relevance Screening

1. Introduction

1.1 Service:	Planning
1.2 Name of proposal, policy, strategy or project being assessed:	A23 Great Street Design Code SPD
1.3 This is:	Other <i>If other, please specify:</i> Supplementary Planning Document to build on Local Plan policies
1.4 Completing officer's name:	Tomas Pugh-Cook
1.5 Date Screening completed:	13/05/2024
1.6 Signed off by:	Head of Service name: Andrew Benson Date: 14/05/2024

2. About the proposal

*** Note that the term 'proposal' is used here to include any new services proposed for introduction, changes to an existing service, withdrawal of an existing service, any new policy or strategy or change to an existing policy or strategy, and any project ***

2.1 What is the main purpose of the proposal?

Please explain in one or two short paragraphs

Supplementary planning document (SPD) that will provide a set of design rules and guidance to support the Local plan policies. The SPD will cover Redhill to Horley with a focus on the A23 corridor. All development that interfaces the A23 will be expected to follow the design principles of the SPD. The project is part of the Department of Levelling Up, Housing and Communities (DLUHC) 'Pathfinder programme' and so the SPD has been funded and supported by the Office for Place (OfP).

2.2 Why is it being introduced / reviewed / changed now?

This could be, for example, because of new government legislation or guidance, because of changing service user needs, or for financial reasons.

The National Planning Policy Framework (NPPF) states: "that local planning authorities should prepare design guides or codes consistent with the principles set out in the National Design Guide and National Model Design Code and which reflect local character and design preferences". Design codes are to be prepared to provide a framework for creating high quality designed places and the Pathfinder programme has been established to help LPA's through this process.

2.3 Who could be affected by your proposal?

This could be, for example, because of new government legislation or guidance, because of changing service user needs, or for financial reasons.

a. Will the proposal introduce a change which will affect how services or functions are delivered?

No

*If yes, please identify which group(s):
Choose an item.*

b. Will the proposal affect people - service users,

Yes

Please briefly explain your answer:

employees or the wider community?		The SPD will give developers, communities and decision makers the tools to improve the design quality of new developments and provide a coordinated response to design development along the focus area of the A23.
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3. Assessment of relevance

3.1 Who is the intended audience or target group(s) for the proposal and/or which group(s) of people might be affected?
Internal audience or group: Staff within one specific team (please specify below)
External audience or group: Multiple (please specify below)
<i>If other or multiple, please specify.</i> Development Management Team
<i>Please provide more details about the target audience or affected group(s), for example how many people will be affected and the likely extent of the impact:</i> External audience will include all residents, communities, local businesses and development professionals

3.2 Evidence and engagement <i>What information have used to assess the proposal for its relevance to equality? This may be data or evidence or engagement information collected and held by the Council, or by external parties.</i> <i>General Borough-level and workforce information is available at www.reigate-banstead.gov.uk/equality</i>
Data and evidence has been obtained from the Council's demographic and policy data, and also with open data sources and consultants desktop analysis work.

3.3 Protected characteristics <i>Could the proposal affect people with any protected characteristics? Please indicate which by ticking the relevant boxes. Note that 'other vulnerability' is not a protected characteristic but should be considered in addition.</i>	
Age <input type="checkbox"/>	Race or ethnicity <input type="checkbox"/>
Disability <input type="checkbox"/>	Religion or belief (or lack of) <input type="checkbox"/>
Gender reassignment <input type="checkbox"/>	Sex <input type="checkbox"/>
Marriage or civil partnership <input type="checkbox"/>	Sexual orientation <input type="checkbox"/>
Pregnancy and maternity <input type="checkbox"/>	Other vulnerability (inc deprivation) <input type="checkbox"/>

3.4 Aims of the Equality Duty <i>Which of the aims of the Equality Duty are relevant? Please indicate by ticking the relevant boxes.</i>
Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act (<i>disadvantages suffered by people due to their protected characteristic</i>) <input checked="" type="checkbox"/>
Advance equality of opportunity between those who share a protected characteristic and those who do not (<i>where the needs of people from protected groups are different from the needs of other people</i>) <input checked="" type="checkbox"/>
Foster good relations between people who share a protected characteristic and those who do not (<i>encouraging protected groups to participate in public life or in other activities where their participation is disproportionately low</i>) <input checked="" type="checkbox"/>

4. Conclusions

4.1 Relevance ranking

Please identify in this section the degree to which the proposal has been assessed as relevant to equality

High: The proposal shows a high degree of relevance to one or more protected characteristic and/or one or more aim of the Equality Duty

Moderate: The proposal shows a moderate degree of relevance to one or more protected characteristic and/or one or more aim of the Equality Duty

Low: The proposal shows a low degree of relevance to one or more protected characteristic and/or one or more aim of the Equality Duty

None: The proposal is not relevant to any protected characteristic or any aim of the general equality duty

4.2 Explaining a ranking of Low or None

If your assessment has identified low or no relevance to equality, please explain the reasons for this conclusion below, referencing the information you have used to inform your decision.

The SPD introduces positive equality opportunities and aims to consider the equality implications. There are no identified degrees relevant to one or more protected characteristic. The SPD provides factual data for the baseline analysis and uses this as a means to create design related codes to improve the design quality in the area.

4.2 Further analysis

Please identify in this section whether your relevance screening demonstrates the need for further equality analysis

The relevance assessment has identified a **high** or **medium** relevance ranking, and an Equality Impact Assessment is required

The relevance assessment has identified a **low** or **no** relevance ranking, and in consideration of the evidence above, an Equality Impact Assessment is not required