

# DRAFT

## Equality Impact Assessment First Stage Screening Template

The Equality Screening Template (below) is used to consider if equality impact assessment is necessary.

Once completed please submitted with your report and save a copy in:  
S:\Equality & Diversity\EIA\EIAs Pending Review by E & D Group\

### EQUALITY IMPACT ASSESSMENT SCREENING TOOL – Local Plan Review – Consultation Draft Plan June 2017

		Yes/No	Comments
1.	<b>Could the impact of the report affect one group less or more favourably than another on the basis of:</b>		
	<ul style="list-style-type: none"> <li>Age</li> </ul>	No	<p>The document promotes development that takes into account the needs of people of all ages, in line with national policy. It promotes the delivery of housing for a range of different groups, including older people (for example, extra care housing). This achieves a balance of provision for people of different ages.</p> <p>The document includes a wide range of policies to promote employment and community facilities.</p> <p>Access and play arrangements, which may particularly affect parents of working age with young children, are addressed in the document (for example in Policy RLP33 Delivering Good Design).</p>
	<ul style="list-style-type: none"> <li>Disability</li> </ul>	No	<p>The document states (Policy RLP10 Delivering socially inclusive communities): “Development should take account of the needs and requirements of all people in the community,</p>

		Yes/No	Comments
			including people with disabilities or special needs, elderly people, and young people. Appropriate measures or adaptations should be included where necessary.”
	<ul style="list-style-type: none"> <li>• Gender reassignment</li> </ul>	No	No differential impact identified.
	<ul style="list-style-type: none"> <li>• Marriage and civil partnership</li> </ul>	No	No differential impact identified.
	<ul style="list-style-type: none"> <li>• Pregnancy and maternity</li> </ul>	No	Access and play arrangements, which may particularly affect parents of working age with young children, are addressed in the document (for example in Policy RLP33 Delivering Good Design).
	<ul style="list-style-type: none"> <li>• Race</li> </ul>	No	The proposed housing numbers make an implicit allowance for migration (including international migration), which is part of any assessment of the future need for strategic housing numbers. However, people are treated the same way regardless of race. The document considers the need for accommodation for people who travel, including Gypsies and Travellers and sets criteria and targets for meeting this need.
	<ul style="list-style-type: none"> <li>• Religion or belief</li> </ul>	No	The document recognises places of worship as community facilities and heritage assets.
	<ul style="list-style-type: none"> <li>• Sex</li> </ul>	No	All sexes are treated the same in the document. Women may be disproportionately

		Yes/No	Comments
			represented in certain groups such as older people and lone parents, but the policy addresses these needs.
	<ul style="list-style-type: none"> <li>Sexual orientation</li> </ul>	No	No differential impact identified.
2.	<b>Is there any evidence that some groups are affected differently?</b>	No	The document meets a wide range of needs and required development / services in a diverse society. Any differential treatment is justified and appropriate.
3.	<b>If you have identified potential discrimination, are any exceptions valid, legal and/or justifiable?</b>	N/A	N/A
4.	<b>Is the impact of the policy/guidance likely to be negative?</b>	No	N/A
5.	<b>If so can the impact be avoided?</b>	N/A	N/A
6.	<b>Are there alternatives that achieve the policy/guidance objectives without the impact?</b>	N/A	N/A
7.	<b>Can we reduce the impact by taking different action?</b>	N/A	N/A
<b>If you have identified a potential discriminatory impact you will need to complete a full equality impact assessment.</b>			
8.	<b>Is an EIA required?</b>	N	No. A further screening will be undertaken at the next stage of the process, following the consultation.