

**EQUALITY IMPACT ASSESSMENT – INITIAL SCREENING TEMPLATE (IST)**

Initial screening needs to take place for all new/revised Council policies. The word ‘policy’, in this context, includes the different things that the Council does. It includes any policy, procedure or practice - both in employment and service delivery. It also includes proposals for restructuring, redundancies and changes to service provision. This stage must be completed at the earliest opportunity to determine whether it is necessary to undertake an EIA for this activity.

<b>Name of Policy:</b>	Preliminary Draft Local Plan (draft for consultation Jan 2016)
<b>Lead Officer (responsible for assessment):</b>	Richard Kay
<b>Department:</b>	Strategic Planning
<b>Others Involved in the Assessment (i.e. peer review, external challenge):</b>	Nil
<b>Date Initial Screening Completed:</b>	22.12.15

(a) **What is the policy trying to achieve?** i.e. What is the aim/purpose of the policy? Is it affected by external drivers for change? What outcomes do we want to achieve from the policy? How will the policy be put into practice?

This is the first stage in a lengthy process of producing a new Local Plan. This Preliminary Draft Local Plan captures the key issues that we already know about and sets a steer as to how we will tackle the gaps.

The Preliminary Draft Local Plan has been prepared following a review of the existing Local Plan 2015. The Preliminary Draft Local Plan includes 31 draft policies, addressing a wide range of planning matters and (once the plan is adopted) will be used to determine planning applications.

The Preliminary Draft Local Plan identifies a requirement for 12,800 new dwellings, 7,100 new jobs and 3,000m<sup>2</sup> of retail floorspace.

(b) **Who are its main beneficiaries?** i.e. who will be affected by the policy?

Once the Local Plan is adopted, its policies will apply across East Cambridgeshire. The policies will be used by the Council to determine planning applications, and sets the framework for growth across the district. Therefore, all residents and business of, and visitors to, the district will be affected by the proposals, to a lesser or greater degree.

(c) **Is this assessment informed by any information or background data?** i.e. consultations, complaints, applications received, allocations/take-up, satisfaction rates, performance indicators, access audits, census data, benchmarking, workforce profile etc.

The Preliminary Draft Local Plan has principally been informed by the current adopted Local Plan 2015 and its supporting evidence base.

Widespread consultation will take place as it progresses, including three separate stages of consultation. Everyone is permitted (and encouraged) to get involved in the consultation.

(d) Does this policy have the potential to cause a positive or negative impact on different groups in the community, on the grounds of any of the protected characteristics (please tick all that apply):

<b>Ethnicity</b>	Yes	<b>Age</b>	Yes
<b>Gender</b>	No	<b>Religion or Belief</b>	No
<b>Disability</b>	Yes	<b>Sexual Orientation</b>	No
<b>Gender Reassignment</b>	No	<b>Marriage &amp; Civil Partnership</b>	No
<b>Pregnancy &amp; Maternity</b>	No	<b>Caring Responsibilities</b>	No

**Please explain any impact identified:** i.e. What do you already know about equality impact or need? Is there any evidence that there is a higher or lower take-up by particular groups? Have there been any demographic changes or trends locally? Are there any barriers to accessing the policy or service?

Policy LP6: 'Meeting local housing needs' is proposing to require developers of large sites to make provision for housing which meets the needs of specific groups, thereby having positive impacts on such groups. For example, the policy requires new development to provide a proportion of affordable housing on site. Certain groups such as some ethnic minority groups, disabled people and older people may be more likely to require affordable housing than the remainder of the population and therefore are positively impacted by the policy. The policy also requires housing to be adaptable to meet changing needs over time and an (as yet undetermined) proportion of new housing to achieve higher dwelling access standards. These measures positively address issues related to age and disability. The nationally based policy on 'starter homes', which is proposed to be incorporated in the Local Plan, is targeted at young, first time buyers, those positively addresses issues relating to age and access to accommodation.

Policy LP7 proposes to make provision for sites and pitches for Gypsies, Travellers and Travelling Showpeople. These groups may include those with protected characteristics, namely ethnicity.

<b>(e) Does the policy affect service users or the wider community?</b>	<b>/YES/</b>
<b>(f) Does the policy have a significant effect on how services are delivered?</b>	<b>/NO/</b>
<b>(g) Will it have a significant effect on how other organisations operate?</b>	<b>/NO/</b>
<b>(h) Does it involve a significant commitment of resources?</b>	<b>/NO/</b>
<b>(i) Does it relate to an area where there are known inequalities, e.g. disabled people's access to public transport etc?</b>	<b>/NO/</b>

If you have answered **YES** to any of the questions above, then it is necessary to proceed with a full equality impact assessment (EIA). If the answer is **NO**, then this judgement and your response to the above questions will need to be countersigned by your Head of Service and then referred to the Council's Equal Opportunities Working Group (EOWG) for scrutiny and verification. Please forward completed and signed forms to the Principal HR Officer.

*Note by completer (Richard Kay) of this note: At this early stage of preparing the Local Plan, a full EIA has not been complete. This is because the plan is very provisional at this stage, and is subject to consultation and, subsequently, amendment. A full EIA will be prepared, if necessary, for the next consultation stage.*

**Signatures:**

<b>Completing Officer:</b>	<u>Richard Kay</u>	<b>Date:</b>	<u>22/12/15</u>
<b>Head of Service:</b>	_____	<b>Date:</b>	_____