

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.

| | |
|--|--|
| Name of Policy: | Community-led development SPD (version to be adopted by Full Council on 25 Feb 2016) |
| Lead Officer (responsible for assessment): | Richard Kay |
| Department: | Strategic Planning |
| Others Involved in the Assessment (i.e. peer review, external challenge): | Nil |
| Date Initial Screening Completed: | 9.2.16 |

- (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?

To help explain to the public how we will consider planning applications for community-led development (such as a CLT scheme).

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

Those communities which decide to embark on a community-led development

- (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 ECDC Local Plan (2015)

National Acts and Regulations in terms of how SPDs can be prepared.

- (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):

| | | | |
|----------------------------------|----|---|----|
| Ethnicity | No | Age | No |
| Gender | No | Religion or Belief | No |
| Disability | No | Sexual Orientation | No |
| Gender Reassignment | No | Marriage & Civil Partnership | No |
| Pregnancy & Maternity | No | Caring Responsibilities | 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?

N/A

- (e) Does the policy affect service users or the wider community?
- (f) Does the policy have a significant effect on how services are delivered?
- (g) Will it have a significant effect on how other organisations operate?
- (h) Does it involve a significant commitment of resources?
- (i) Does it relate to an area where there are known inequalities, e.g. disabled people's access to public transport etc?

/NO/

/NO/

/NO/

/NO/

/NO/

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.

Signatures:

| | | | |
|----------------------------|--------------------|--------------|---------------|
| Completing Officer: | <u>Richard Kay</u> | Date: | <u>9/2/15</u> |
| Head of Service: | <u>Emma Grima</u> | Date: | <u>9/2/15</u> |