

Equality Impact Assessment Form

Revised – January 2011

(Equality target groups are those which cover the 9 protected characteristics under the Equality Act 2010: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion/belief, sex (as in male or female) and sexual orientation)

When completing the equality impact assessment, please remove wording not applicable to what you are assessing e.g. service, policy, procedure, practice or project

Part 1 Aims & implementation of the service, policy, procedure, practice or project

This section is the title of what is being assessed, responsible officers, purpose, where it fits within the council's wider aims and how it supports the legislation to eliminate unlawful discrimination and the promotion of equal opportunities. *(Please refer to the guidance for additional information)*

1.1 What is being assessed

The adoption of the Island Plan Core Strategy 2010-27 (Strategy)

1.2 Officer(s) and section or service responsible for completing the assessment

Planning Policy Team, Planning Performance & Business Manager, Community Safety

1.3 What is the main purpose of the policy?

The Island Plan Core Strategy will set out how, in spatial planning terms, the Island will develop up to 2027. In principle the Island Plan Core Strategy is about “place shaping” and delivery. The strategy and policies set out what will be delivered. When it is appropriate the policies will also set out where when and how it will be delivered.

The strategy sets out the council's long-term vision, spatial strategy and core policies for shaping the future development of the Island and managing change over the next 15 years in line with the principles of sustainable development.

The strategy seeks to shape better places in which to live and work while protecting and enhancing the island's natural and historic environment. The strategy identifies broad locations for future development and growth to meet the needs of the local community for housing, employment, retail, leisure and other uses. It indicates where, when and how such development is proposed to take place and by what means it will be delivered over the strategy period.

Finally the strategy identifies the physical, social and green infrastructure, which will be required to serve future development and growth in different parts of the Island.

1.4 Who is affected by the policy? Who is it intended to benefit and how?

Potentially all Island residents, investors, businesses, voluntary sector and visitors are affected by the strategy as it will enable the council to strategically plan the future development and growth of the Island whilst protecting the unique character and local distinctiveness.

The benefits are that spatial planning is a process of shaping local places and is generally based on the following six guiding principles:

- Produce a vision for the future of places that respond to the local challenges and opportunities and is based on evidence, a sense of local distinctiveness and community derived objectives, within the framework of national policy.

- Translate this vision into a set of priorities, programmes, policies and land allocations together with identifying the public sector resources to deliver them.
- Create a framework for private investment and regeneration that promotes economic, environmental and social well-being for the area.
- Coordinate and deliver the public sector components of this vision with other agencies and processes.
- Create a positive framework for action on climate change.
- Contribute to the achievement of sustainable development.

1.5 Has the policy been promoted or explained to those it might affect directly or indirectly?

Yes through Island wide consultation including stakeholder groups, Town and Parish Councils, specific consultation groups and the wider formal legal statutory process. There have been a series of Member briefings and reports, presentations to Planning Committee and to Cabinet.

1.6 How does the policy contribute to better community cohesion?

To support sustainable and thriving communities that enable people to enjoy a quality of life, without compromising the quality of the environment.

To ensure that housing is provided to meet the needs of Island residents.

DM7 Social and Community Infrastructure

The Council will support development proposals that improve cultural, educational, leisure and community facilities. Development proposals will be expected to:

1. Consider the needs and requirements of all people in the community (both immediate and wider) it will serve.
2. Create opportunities to provide multi-use facilities for greater community benefit.
3. Encourage appropriate intensification of existing facilities.
4. Ensure that any provision of social and community infrastructure is accessible by cycling and walking and, wherever possible, public transport.
5. Be located within defined settlement boundaries, unless it can be demonstrated that an alternative location would be more suitable to fulfil a local need.
6. Support the provision of sufficient and sustainable education facilities to meet the level of need outlined by the Council's Schools Reorganisation Project. The Council will only permit the loss of existing social and community infrastructure facilities, when it can be demonstrated that:
 - a. the facility is no longer needed for its original purpose, or viable for any other community use; or
 - b. if appropriate an alternative facility will be provided in a location with at least an equal level of accessibility for the community it is intended to serve.

1.7 How does the policy fit in with the council's wider aims?

The Policy is a key document in achieving all of the councils corporate objectives and strategies.

As part of the council's key priorities of regeneration and the economy, this ongoing work updates a range of the background evidence to inform and support the Core Strategy, highlighting the strong links between Eco Island, the ISP and this document.

Whilst the Council is committed to addressing all of these issues, and the Core Strategy supports Eco Island, the Core Strategy itself will not address all of the issues set out above. The ambitions and objectives of Eco Island have therefore shaped the spatial planning objectives of the Island Plan Core Strategy. These spatial objectives stem from the spatial vision for the Island and help determine the spatial planning policies in this document.

Core Strategy Objectives

The following set of 12 strategic spatial objectives stems from and is linked to the ambitions of Eco Island. These provide the framework within which the Core Strategy policies have been developed to deliver the spatial vision. These objectives have been extensively consulted on through the preparation of the Core Strategy; indeed, the objectives have been considerably refined as a result of extensive public engagement and consultation. The objectives of the Core Strategy are:

- 1) To support sustainable and thriving communities that enable people to enjoy a quality of life, without compromising the quality of the environment.**
- 2) To ensure that all development supports the principles of sustainable development.**
- 3) To ensure that housing is provided to meet the needs of Island residents.**
- 4) To ensure that all development is designed to a high quality, creating buildings and a sense of place that reflects and enhances local character and distinctiveness.**
- 5) To promote and enhance community leisure and recreational facilities.**
- 6) To provide opportunities to diversify and strengthen the local economy and increasing the range of higher skilled jobs available locally.**
- 7) To support a diverse tourism offer on the Island, particularly focussing upon sustainable eco-tourism.**
- 8) To protect, conserve and enhance the Island's natural, historic and built environments.**
- 9) To provide renewable sources of energy that contribute to the Island being self-sufficient in renewable electricity production.**
- 10) To reduce the need to travel, to improve accessibility across the Island and maintain functional transport links with the mainland.**
- 11) To manage the Island's waste in a sustainable and environmentally sensitive way.**
- 12) To manage the Island's minerals supply in a sustainable and environmentally sensitive way**

The Council is committed to achieving a sustainable level of growth on the Island; this is to meet the needs of the current population and the expected population growth in the future. The plan identifies growth which is mainly focussed upon new houses and job creation, with the infrastructure needed to support this growth and also covers environmental aspects such as the Island's green infrastructure.

This vision for the Island will, in part, be delivered by the Council, but it will also need other public sector bodies and the private and voluntary sectors to contribute towards achieving the aspirations set out in Eco Island and this document. It will, wherever possible, facilitate the needs of all parts of the Island's population. However sometimes there may be competing aspirations and/or views on what should happen. All development proposals and planning applications will be judged against the policies in this document.

The Core Strategy is the document in which the "big decisions" on the future of the Island will be made (for example, the number of houses to be built over the plan period and where they will go). The Council has made these big decisions and where it has not been possible to make such decisions policy-led processes through which they can be made have been identified.

1.8 What is the relevance of the aims of the policy to the equality target group and the council's duty to eliminate unlawful discrimination and promote equality of opportunity?

The strategy provides a framework policy which is available to everybody and the purpose will have an impact upon all future proposed development.

The Core Strategy Objectives as described below demonstrate how the council will take due regard to eliminating discrimination, promote equal opportunity and foster good relations between people who have a protected characteristic and those who do not. As described in the Equality Act 2010, for age, disability, gender reassignment, marriage/civil partnership,

pregnancy/maternity, race, religion/belief, sex or sexual orientation.

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1.9 How is, or how will the policy be put into practice and who is responsible for it?

Following the Independent examination by the Planning Inspector (at the Public Inquiry) to assess the documents soundness in legal terms and to review the evidence base for the development of the Policy, and its conformity with National Policy the Island Plan will be adopted by Full Council.

It will then continue to be monitored by the Planning Service who will report significant any findings from the monitoring which require a potential policy alteration via the Council's Cabinet Member..

The Island Plan is a key Council corporate document impacting on other sections and services of the Council and being implemented by other Council departments, private sector, voluntary sector and other groups.

Delivery of the Core Strategy will inform the development of further detailed Planning documents which will include the consideration of Equality and Diversity issues along with Community Safety elements.

Part 2 Consideration of data and research

To conduct the assessment, you will need information about service users and staff that provide the service. This section is to help you identify the sort of information that will be needed to help you assess whether there may be barriers to different equality groups who access your service, policy, procedure, practice or project. *(Please refer to the guidance for additional information)*

2.1 List all examples of quantitative and qualitative data or any consultation information available that will enable the impact assessment to be undertaken

Island Plan Core Strategy statement of consultation – please see attached document
Community Safety strategic assessment

2.2 Equalities profile of users and beneficiaries

All stakeholders in section 1.4

IW Facts and Figures showing the Island profile against each of the protected characteristics can be seen from the following link:

http://www.iwight.com/council/facts_and_figures/images/Diversitypages,2011-12,v.3Aug2011.pdf

2.3 Evidence of complaints against the policy on the grounds of discrimination

None to date

2.4 What does the consultation, research and/or data indicate about the negative impact on the policy

The development of the Core Strategy has identified through the consultation process that the positive impact ensures that future development is located in appropriate areas as outlined in the strategy and in keeping with the Islands natural and historic environments. Please see 1.4 above.

2.5 What does the consultation, research and/or data indicate about the positive impact on the service, policy, procedure, practice or project

See 2.4 above

Part 3 Assessment of impact

Now that you have looked at the purpose etc of the service, policy, procedure, practice or project (part 1) and looked at the research (part 2), this section asks you to assess the impact, positive and negative, of the service, policy, procedure, practice or project on each of the protected characteristics of the Equality Act 2010.

3.1 Complete this section with the following information – relating to all of the identified groups Equality Act 2010 (protected characteristics) (please refer to the guidance for additional information)

Protected Characteristics	Negative	Neutral	Positive	Comments
Age			X X	DM5 – Housing for older people DM4 – Affordable Housing Policy Please refer to the strategy for detailed information
Disability			X	Building Control procedures for DDA (Part M) for new and renovation DM18 Sustainable Travel Please refer to the strategy for detailed information
Gender Reassignment		X		The strategy will not impact on this protected characteristic
Marriage & Civil Partnership		X		The strategy will not impact on this protected characteristic
Pregnancy & Maternity		X		The strategy will not impact on this protected characteristic
Race			X	DM6 – Gypsies and Traveller and travelling show people Sets a policy to ensure that sites have suitable provision Please refer to the strategy for detailed information
Religion / Belief		X		The strategy will not impact on this protected characteristic
Sex (male / female)		X		The strategy will not impact on this protected characteristic
Sexual Orientation (LGB&T)		X		The strategy will not impact on this protected characteristic
Crime and Disorder Substance misuse Anti social behaviour			X	DM2 Core Strategy sets out the policy and principles to be delivered through local development plans Community Safety SPD DM3 – Balance mix housing

				DM4 – Affordable Housing AAP2 – Ryde AAP3 – Bay Area DM11 – High quality tourism Please refer to the strategy for detailed information
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Part 4 Measures to mitigate disproportionate or adverse impact or improve on neutral or positive impacts: *(Please refer to the guidance for additional information)*

4.1 If there is any negative impact on any target equality group identified in part 3, is the impact intended or legal?

None identified

4.2 Specify measures that can be taken to remove or minimize the disproportionate or adverse effect identified in part 3. If none were identified, identify how disproportionate or adverse effect could be avoided in the future.

None

4.3 If there is no evidence that the policy promotes equality, equal opportunities or improves relations within equality target groups, what amendments can be made to achieve this?

The strategy covers Island development from now until 2027 but will be reviewed on an annual basis and will take account of any equality and diversity issues at that stage as the EIA will be updated as part of the review process. Please see 4.4 below

4.4 If a neutral or positive impact has been identified, can that impact be improved upon (continuous improvement)?

Detailed planning documents and neighbourhood plans will identify more specific issues in relation to Equality Diversity and Community Safety to ensure continuous improvement. All of these documents will be subject to further Equality Impact Assessment

4.5 How will the policy be implemented?

See 1.9

4.6 As 4.5 above please identify training requirements.

Ongoing internal development for Members and Officers

Ongoing targeted consultation with specific focus groups and local communities and partnerships

Part 5 Conclusions & recommendations

This section ensures that what ever we are impact assessing, whether it be a service, policy, procedure, practice or project that ensure that we abide by the general and specific duties to promote race, disability and gender equality. *(Please refer to guidance for additional information)*

5.1 Does the policy comply with equalities legislation?

Yes the strategy meets the requirements of the Equality Act 2010, as it aims to support Island residents, investors, businesses, voluntary sector and visitors with regard to future, sustainable planning developments and decisions, irrespective of any of the protected characteristics as defined by the Act. The process undertaken to review the strategy and the policies contained with it are subject to annual review and this will involve updated the equality impact assessment.

5.2 What are the main areas requiring further attention?

Detailed work at the lower tier documents (neighbourhood plan and DPD's) and further review of the strategy and EIA on an annual basis and promotion of the strategy

5.3 Summary of recommendations for improvement

Detailed work and focusing on the neighbourhood and understanding local communities. Ongoing training and development with Members, Officers and stakeholders.

5.4 What equality monitoring, evaluation, review systems have been set up to carry out regular checks?

Annual Monitoring Report provides the monitoring of the Island Plan Core Strategy. Policy amendments will require a detailed EIA as required as part of the legal statutory process.

5.5 When will the amended policy be reviewed?

Formal review of the strategy will take place in 2024, however all policies will be subject to an annual review as part of the Annual Monitoring Report which will identify if any policy is failing or require an amendment. The Planning process allows for limited reviews of parts of the plan should the Annual Monitoring Report identify the need for such a review.

Part 6 Action / improvement plan

The table below should be completed using the information from the equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Please ensure that you update your service/business plan within the equality objectives/targets and actions identified below:

Area of negative impact	Changes proposed	Lead officer	Timescale	Resource implications	Comments
Age					
Disability					
Gender Reassignment					
Marriage & Civil Partnership					
Pregnancy & Maternity					
Race					
Religion / Belief					
Sex (male or female)					
Sexual Orientation					
Geographical location					
All of the above		Deputy Head of Planning Policy & Planning Performance & Business Manager	annually	Within existing budget	Review of policies on an annual basis along with updating the EIA as required to ensure that any negative impacts are considered and any mediating actions are considered

Part 6 continued – Equality Impact Assessment – Summary report

The results of equality impact assessments must be published. Please complete this summary, which will be used to publish the results of your impact assessment on the council's website. Please access the Work tab of the council's intranet and follow the instructions to upload your completed equality impact assessment on to the website.

Date of assessment

Officer's name **Role**

Service, policy, procedure, practice or project that was impact assessed

Summary of findings

Summary of recommendations and key points of action plan

Groups that this policy will impact upon

Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>
Marriage & Civil Partnership	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy & Maternity	<input type="checkbox"/>	<input type="checkbox"/>
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion / Belief	<input type="checkbox"/>	<input type="checkbox"/>
Sex (male/female)	<input type="checkbox"/>	<input type="checkbox"/>

Sexual Orientation



Statement of
Consultation October
