

Equality Impact Assessment / Equality Analysis

Title of service or policy	MOD Concept Statements
Name of directorate and service	Planning Policy
Name and role of officers completing the EIA	Stephen George
Date of assessment	December 2011, updated September 2012

Equality Impact Assessment (or 'Equality Analysis') is a process of systematically analysing a new or existing policy or service to identify what impact or likely impact it will have on different groups within the community. The primary concern is to identify any discriminatory or negative consequences for a particular group or sector of the community. Equality impact Assessments (EIAs) can be carried out in relation to service delivery as well as employment policies and strategies.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EIA) or Equality Analysis on a policy, service or function. It is intended that this is used as a working document throughout the process, with a final version including the action plan section being published on the Council's and NHS Bath and North East Somerset's websites.

1. Identify the aims of the policy or service and how it is implemented.		
	Key questions	Answers / Notes
1.1	<p>Briefly describe purpose of the service/policy including</p> <ul style="list-style-type: none"> ● How the service/policy is delivered and by whom ● If responsibility for its implementation is shared with other departments or organisations ● Intended outcomes 	<p>Bath and North East Somerset has produced Concept Statements to guide the redevelopment of three sites earmarked for disposal by the Ministry of Defence. They interpret existing and emerging planning policies to guide the future long term development of the three sites.</p> <p>Once the Concept Statements are endorsed by the Council they will be implemented by the Development Management Team and private sector developers. Intended outcomes will be monitored in line with the Core Strategy monitoring process.</p>
1.2	<p>Provide brief details of the scope of the policy or service being reviewed, for example:</p> <ul style="list-style-type: none"> ● Is it a new service/policy or review of an existing one? ● Is it a national requirement?). ● How much room for review is there? 	<p>The Concept Statements have been drafted in line with existing and emerging planning policy, including the Core Strategy which has already been subject to an Equalities Impact Assessment. They will cover many of the same issues covered by the Core Strategy including:</p> <ul style="list-style-type: none"> - Urban Design - Mix of Uses - Housing tenure mix - Environment - Ecology - Historic environment - Access & Movement - Local & strategic infrastructure requirements <p>The scope of the policy contents is set by the Core Strategy. Some equalities related issues including detailed design will be covered by a design and access</p>

		statement within an planning application.
1.3	Do the aims of this policy link to or conflict with any other policies of the Council?	To ensure compliance with planning law the Concept Statements must comply with the Core Strategy (that delivers the Sustainable Communities Strategy), which has been approved by B&NES Cabinet and is currently subject to an independent examination.
2. Consideration of available data, research and information		
<p>Monitoring data and other information should be used to help you analyse whether you are delivering a fair and equal service. Please consider the availability of the following as potential sources:</p> <ul style="list-style-type: none"> ● Demographic data and other statistics, including census findings ● Recent research findings (local and national) ● Results from consultation or engagement you have undertaken ● Service user monitoring data (including ethnicity, gender, disability, religion/belief, sexual orientation and age) ● Information from relevant groups or agencies, for example trade unions and voluntary/community organisations ● Analysis of records of enquiries about your service, or complaints or compliments about them ● Recommendations of external inspections or audit reports <p>[DN: this reflects the data collected for the Core Strategy EQIA]</p>		
	Key questions	Data, research and information that you can refer to
2.1	What is the equalities profile of the team delivering the service/policy?	A wide range of service deliverers including public (Planning Services, Housing Services, and the People and Communities Department) and private sector that mirrors the equality profile of Bath and North East Somerset.
2.2	What equalities training have staff received?	The Planning Policy Team has received corporate equalities training and EQIA training. A number of services within the Council will also have received corporate equalities training.
2.3	What is the equalities profile of service users?	B&NES have limited information about the user profile for planning applications. However, through equalities mapping and population profile analysis B&NES know more about the wider groups of users who will benefit from planning policy in general. (Bath and North East Somerset,

		2009. <i>Equality Profile</i>). The equalities profile is representative of that of the district of Bath and North East Somerset	
2.4	What other data do you have in terms of service users or staff? (e.g results of customer satisfaction surveys, consultation findings). Are there any gaps?	B&NES have some equalities data from previous rounds of consultation on the Core Strategy.	
2.5	What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	Consultation had been undertaken with a wide variety of stakeholders, and through a wide variety of media.	
2.6	If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equalities considerations within this?	B&NES Statement of Community Involvement explains how the local community can get involved in the preparation of the LDF. It sets out the target groups. These are young people, faith, ethnic and language groups, disabled people, gypsies and travellers, people living in rural areas, small business owners and residents. BANES have done extensive ongoing consultation with these groups particularly young people. Through consultation planned as part of the Concept Statement development process B&NES will continue to seek opportunities for future engagement with equalities groups.	
3. Assessment of impact: 'Equality analysis'			
	Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate you have analysed how the service or policy: <ul style="list-style-type: none"> ● Meets any particular needs of equalities groups or helps promote equality in some way. ● Could have a negative or adverse impact for any of the equalities groups 		
		Examples of what the service has done to promote equality	Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this
		NOTE: Many of the positive impacts apply across several or all equality strands so to highlight this all strands associated with the positive impact are indicated in brackets and a summary of positives that apply to all strands are outlined at 3.10	There is potential for adverse impacts if the policies are not delivered through the Concept Statements. Examples include: -provision of less affordable homes with impacts for those on lower incomes

3.1	Gender – identify the impact/potential impact of the policy on women and men. (Are there any issues regarding pregnancy and maternity?)	See 3.10, positive impacts that affect ‘all’	
3.2	Transgender – – identify the impact/potential impact of the policy on transgender people	See 3.10, positive impacts that affect ‘all’	
3.3	Disability - identify the impact/potential impact of the policy on disabled people (ensure consideration of a range of impairments including both physical and mental impairments)	See 3.10, positive impacts that affect ‘all’	New developments will provide an opportunity to create accessible homes and local environments for disabled people
3.4	Age – identify the impact/potential impact of the policy on different age groups	See 3.10, positive impacts that affect ‘all’	Schools are being considered as part of concept plans
3.5	Race – identify the impact/potential impact on different black and minority ethnic groups	See 3.10, positive impacts that affect ‘all’	The Concept Statements allow for consideration to be given to provision being made on the MoD sites to meet Gypsy/Traveller accommodation needs in conjunction with the work on the Core Strategy, Placemaking plan, review of SHLAA and the Gypsy/Traveller DPD stocktake.
3.6	Sexual orientation - identify the impact/potential impact of the policy on lesbians, gay, bisexual & heterosexual people	See 3.10, positive impacts that affect ‘all’	
3.7	Religion/belief – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion.	See 3.10, positive impacts that affect ‘all’	

3.8	Socio-economically disadvantaged – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances	See 3.10, positive impacts that affect ‘all’	[
3.9	Rural communities – identify the impact / potential impact on people living in rural communities	See 3.10, positive impacts that affect ‘all’	
3.10	All	<p>The following impacts have been identified that have a positive impact on all groups and the community as a whole.</p> <ul style="list-style-type: none"> - Positive impact for all of increased housing opportunities including affordable homes. - Increased housing to reinforce local centres - Increased connectivity to and from areas of housing, employment and neighbourhood centres. - Implementation of Core Strategy policies PC43 and PC84 – positive impact for all as reduces carbon emissions with benefits for health and wellbeing, and where heritage assets are made more energy efficient there will be cost savings. 	

4. Bath and North East Somerset Council & NHS B&NES Equality Impact Assessment Improvement Plan

Please list actions that you plan to take as a result of this assessment. These actions should be based upon the analysis of data and engagement, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, realistic and time framed.

Issues identified	Actions required	Progress milestones	Officer responsible	By when
None identified				

5. Sign off and publishing

Once you have completed this form, it needs to be 'approved' by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equalities Team (equality@bathnes.gov.uk), who will publish it on the Council's and/or NHS B&NES' website. Keep a copy for your own records.

Signed off by: Simon de Beer

(Divisional Director or nominated senior officer)

Date: 11.09.12