



## Equality Impact Assessment Form (updated October 2013)

This is where you evidence how a policy or practice, or a decision relating to a policy or practice, complies with the general equality duty to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

This form is intended to guide and prompt you about the questions and evidence that you need to think about. As indicated in the guidance, this assessment takes into consideration each of the “protected characteristics” listed in the Equality Act 2010 – race, age, gender etc. This assessment should be used to inform any relevant decision about the policy or practice. Please state policy options in the assessment.

<b>Service Area:</b> Regeneration and Regulatory Services	<b>Head of Service:</b> Julie Vellucci	<b>Person responsible for the assessment:</b> Matthew Sharp	<b>Date of Assessment</b> 22 <sup>nd</sup> October 2013
<b>Name of the policy/practice to be assessed:</b> ‘Community Involvement in the LDP process’			<b>Is this a new, existing or policy/practice under review?</b> Existing practice
<b>1. Briefly describe the purpose of the policy/practice</b>  <b>If the policy/practice is under review, please list any options under consideration</b>	To set out ongoing involvement of all members of the Newport community in the Local Development Plan process.		

<p><b>2. Name any associated policy, legislation, corporate objective etc.</b></p>	<ul style="list-style-type: none"> <li>- The WG Local Development Plan Manual</li> <li>- Planning Acts 2004</li> <li>- the Equality Act 2010</li> <li>- Human Rights Act 1998</li> <li>- The NCC Single Integrated Plan (Community Strategy, Health Social Care and Well Being Strategy and the Children and Young People's Plan)</li> </ul> <p>The Community Involvement Scheme for the NCC Local Development Plan</p>
<p><b>3. Who are the main stakeholders in relation to the policy/practice?</b></p>	<p>Newport Citizens  Public Sector Bodies  Consultants/ Agents (development industry)  Land owners  Local Councillors especially the Cabinet Member covering the LDP.</p>
<p><b>4. Who performs the service?</b></p>	<p>Planning Policy Team</p>
<p><b>5. What outcomes are wanted from this policy/practice?</b></p>	<p>That the plan reflects the land use needs/aspirations of its citizens and businesses  That all stakeholder views are considered  That the City's housing and employment needs are met  To provide sustainable development  That the best of the City's natural and historic assets are protected</p>

<p><b>6. What factors could contribute to/detract from the outcomes (risks/opportunities)?</b></p>	<ul style="list-style-type: none"> <li>- Inclusion of/ miss out one sector of the Community</li> <li>- Budget</li> <li>- Time</li> <li>- accuracy and availability of data/ evidence</li> <li>- understanding/ consensus</li> <li>- Unrealistic public expectations</li> <li>- Predetermined opinions and prejudices e.g Gypsy and Travellers</li> <li>- lack of interest/ engagement</li> </ul>
<p><b>7. Describe the steps you have taken to carry out this assessment e.g. consultation and involvement</b></p>	<ul style="list-style-type: none"> <li>- Group work discussion</li> <li>- Consultation with colleagues in Corporate Policy</li> <li>- desk top analysis of policies.</li> </ul>
<p><b>8. Give a summary of the information the council has taken into account for this assessment</b></p>	<ul style="list-style-type: none"> <li>- Demographic trends</li> <li>- Representatives on the LDP database</li> <li>- previous, ongoing consultations by the Council</li> <li>- Social and economic data on a ward basis.</li> </ul>

**9. Does the policy /practice eliminate discrimination and promote equality and good community relations due to:**

- Age
- Gender
- Disability
- Race
- Religion/belief
- Welsh language
- Gender reassignment
- Marriage/civil partnership
- Sexual orientation

**Age**

Young people are identified in the Community Involvement Scheme as a specific group the Council sought to get the views of in the LDP process – especially in the important early stages (the LDP is a front loaded process). The social, environmental and economic conditions of all groups were considered in stage A of the Sustainability Appraisal of the Plan.

**Gender**

Planning Policy does not discriminate between male and female and as such gender is not specifically referred to in the Community Involvement Scheme. The social, environmental and economic conditions of all groups were considered in stage A of the Sustainability Appraisal of the plan.

**Disability**

Newport Access Group viewpoints and the land use needs and aspirations of the visually impaired were taken on board especially in the early stages of plan production (the LDP is a front loaded process). The social, environmental and economic conditions of all groups were considered in stage A of the Sustainability Appraisal of the Plan. Access arrangements around and up to the door of new developments are considered at Policy GP2 of the Deposit Local Development Plan (P38).

**Race**

BME groups including Gypsy and Travellers are identified as groups of people the Council sought to engage with on the LDP production process, especially in the important early stages. The social, environmental and economic conditions of all groups were considered in stage A of the Sustainability Appraisal of the Plan.

**Religion/ Belief**

Chapter 9 of the Deposit version of the Local Development Plan deals with the provision of community facilities including places of worship. The social, environmental and economic conditions of all Newport citizens were considered in stage A of the Sustainability Appraisal of the Plan.

**Welsh Language**

The Newport Local Development Plan acknowledges the advice laid out in TAN 20 – Planning and the Welsh Language. Evidence has been provided to show that Welsh language is not a significant part of the social fabric of Newport. Only 2- 4% of citizens are able to speak Welsh in Newport which is well below the national average. We will respond to requests for Welsh language or other translations of relevant documentation and produce alternative versions if deemed necessary and value for money.

**Gender reassignment/ sexual orientation/ marriage/ civil partnership**

The LDP is neutral in terms of its impact on these factors of potential discrimination, however community facilities provided via the polices in Chapter 9 of the Local Development Plan may have an indirect benefit in terms of meeting local needs. The social, environmental and economic conditions of all Newport citizens were considered in stage A of the Sustainability Appraisal of the Plan.

**10. Summary of the impact of the policy/practice on the general equality duty**

The Local Development Plan will have a positive impact on the general equality duty. Extensive efforts were and will continue to be made to ensure that consultation on the Plan is joined up and reaches as many people as possible and that the views expressed are expressed in all versions of the Local Development Plan.

Equality Action Plan --		Lead Officer(s)
Key Actions	Actions (with dates) Any associated performance measures	
Further actions to eliminate discrimination, promote equality and good community relations on the grounds of:-		
-Age -Gender -Disability -Race -Religion/ Belief -Welsh language -Gender reassignment/ sexual orientation/ marriage / civil partnership.	<p>- The Consultation process for the 'Revised Deposit LDP' and 'Alternative Sites' stage of the Local Development Plan (which ended in July 2013 and October 2013 respectively) will result in all parties' views being meaningfully considered and given an individual response that will be ratified by the Full Council (expected in December 2013). The LDP will be measured against the targets established in the Sustainability Appraisal/ Monitoring Framework.</p> <p>- The Examination into the soundness of the Local Development Plan will be in public and at a venue that considers all these key actions. The Planning Inspectorate will be responsible for carrying out its own Equality Impact Assessment of Examination proceedings for all local development plans across Wales.</p>	
If there are decisions pending that will affect this policy/practice please state when and how the decision will be taken	<ul style="list-style-type: none"> <li>- Full Council 19<sup>th</sup> December 2013.</li> <li>- Submission to Welsh Government December 2013</li> <li>- Examination by the Inspector from the Planning Inspectorate in spring 2014.</li> </ul>	
How will the policy/practice be:	<ul style="list-style-type: none"> <li>• Monitored</li> <li>• Performance assessed</li> <li>• reported</li> </ul>	
Does the EIA need to be revisited in 6 months/a year?	<p>No. An appropriate time for review would be following the publication of the first Annual Monitoring Report, which is expected to be Autumn 2015.</p>	
	Mark Hand	Mark Hand
		Mark Hand
		Matthew Sharp

Signed (lead officer) *Matthew Sharp*

Signed (Head of Service)

*Matthew Sharp*

Date 30.10.13