



Listening Learning Leading

Appendix 5

Draft strategies/policies – Equality Impact Check

Draft strategy/policy being checked:

Is this draft strategy/policy:

☒ **South only**

☐ **Vale only**

☐ **Joint across both councils**

Service team:

Officer completing this: Heike Wetzstein

Once completed:

Date completed: 16 /07 2015

Signed Heike Wetzstein (Officer)

Signed _____ (Head of Service)

Signed Cheryl Reeves (Cheryl Reeves, equalities officer)

Why do you need to do this Equality Impact Check?

Our strategies and policies set out the way we will deliver our services (including employment opportunities). When we are developing them, we need to check that they are not going to create any barriers which could prevent people from accessing our services.

People in Southern Oxfordshire may face barriers because of things like disability, gender (including transgender, pregnancy and maternity), age, sexual orientation, rural isolation, income, religion/belief or ethnicity.

As well as thinking about how our services will meet the needs of these groups of people, we also need to consider how our draft strategies and policies will help us to:

- promote positive relations within communities
- give everyone a voice
- respect and value everyone
- protect people's human rights

This Equality Impact Check provides officers with a framework to help them work through these considerations in relation to their draft policy/strategy, ensuring that we are meeting our legal duties with regards to equality and diversity.

We have a statutory duty to carry out these assessments and they contribute towards our corporate priority to 'optimise access to services (Vale)/provide equality of access to our services' (South).

If you have any queries about this Check or would like some advice/support in completing it, please contact the Shared equalities officer (see contact details below).

Once you've completed this Equality Impact Check, please send the paperwork to the shared equality officer, along with a copy of the draft strategy/policy.

Cheryl Reeves (equalities officer)
Email: cheryl.reeves@southandvale.gov.uk
Telephone: x7324

OUTLINE OF THE DRAFT STRATEGY / POLICY YOU ARE CHECKING:

1. What are the aims and objectives of this draft strategy/policy?

The draft Planning Obligations Supplementary Planning Document (SPD) identifies how the council will use its power as the Local Planning Authority to ensure new development contributes to infrastructure such as roads, schools, community facilities, leisure facilities, open space etc. The SPD supports planning policies set out in the adopted South Oxfordshire Core Strategy and saved policies in the Local Plan. The SPD sets also out the council's approach towards seeking planning obligations when the Community Infrastructure Levy (CIL) has come into effect to avoid double charging.

The Government introduced changes of how we can pool financial contributions for strategic infrastructure and the preferred mechanism is CIL. However, planning obligations will still continue to be used on individual sites to mitigate the direct impact of a proposed development and will be the primary mechanism for securing affordable housing.

2. Who is the proposed strategy or policy designed to support / help / serve?

The draft Planning Obligations SPD is designed to set out the council's approach towards seeking planning obligations and the relationship between planning obligations and the community infrastructure levy and is aimed at residents, developers and agents.

3. If the draft strategy/policy relates to an existing council service/function, has an Equality Impact Assessment (EIA) already been completed on the service/function?

☐ No

☐ Yes – please list any issues/barriers identified within the assessment that your draft strategy needs to address:

The draft SPD relates to the working of the Planning department and in particular the adopted Core Strategy and saved policies in the Local Plan, which have been assessed previously.

4. Does the draft strategy or policy have the potential to cause a negative impact or discriminate against certain groups in the community?

Equality group	Yes	No	If 'yes', please explain how the strategy/policy could cause a negative impact or discriminate. If you can not justify this you will need to take mitigating action, complete the action plan at the end of this assessment.	If 'No,' What existing evidence (presumed or otherwise) do you have for this? e.g. Will the service changes advance equality of opportunity between people who share a protected characteristic? This means will they <ul style="list-style-type: none"> • Remove or minimise disadvantages suffered by people due to their protected characteristics. • Take steps to meet the needs of people from protected groups where these are different from the needs of other people
People from ethnic minority groups		✓		The draft document does not have the potential to cause a negative impact or discriminate against people from ethnic minority groups. The infrastructure provided as a result of new development, secured through the funding sources identified in this document, will not discriminate against people from ethnic minority groups.

Equality group	Yes	No	If 'yes', please explain how the strategy/policy could cause a negative impact or discriminate. If you can not justify this you will need to take mitigating action, complete the action plan at the end of this assessment.	If 'No,' What existing evidence (presumed or otherwise) do you have for this? e.g. Will the service changes advance equality of opportunity between people who share a protected characteristic? This means will they <ul style="list-style-type: none"> Remove or minimise disadvantages suffered by people due to their protected characteristics. Take steps to meet the needs of people from protected groups where these are different from the needs of other people
People with disabilities (including carers)		√		The draft document does not have the potential to cause a negative impact or discriminate against people with disabilities. It is considered that the infrastructure provided as a result of new development, secured through the funding sources identified in this document, has the potential to support people with disabilities by improving access to infrastructure and services (e.g. community centres, parks, children's play areas). It also seeks funding for improvements to the public realm and town centres to increase accessibility for people with disabilities.
Men or women (including pregnant women, women on maternity and transgender people)		√		The draft document does not have the potential to cause a negative impact or discriminate against people with disabilities. The infrastructure provided as a result of new development, secured through the funding sources identified in this document, will not discriminate against men or women.
Gay, lesbian or bisexual people		√		The draft document does not have the potential to cause a negative impact or discriminate against people with disabilities. The infrastructure provided as a result of new development, secured through the funding sources identified in this document, will not discriminate against gay, lesbian or bisexual people.

Equality group	Yes	No	If 'yes', please explain how the strategy/policy could cause a negative impact or discriminate. If you can not justify this you will need to take mitigating action, complete the action plan at the end of this assessment.	If 'No,' What existing evidence (presumed or otherwise) do you have for this? e.g. Will the service changes advance equality of opportunity between people who share a protected characteristic? This means will they <ul style="list-style-type: none"> Remove or minimise disadvantages suffered by people due to their protected characteristics. Take steps to meet the needs of people from protected groups where these are different from the needs of other people
People from different religions/beliefs (including people without a religion/belief)		✓		The draft document does not have the potential to cause a negative impact or discriminate against people with different religions or beliefs. The infrastructure provided as a result of new development, secured through the funding sources identified in this document, will not discriminate against people with different religions/beliefs.
Older or younger people		✓		The draft document does not have the potential to cause a negative impact or discriminate against older or younger people. It is considered that the infrastructure provided as a result of new development, secured through the funding sources identified in this document, has the potential to support older or younger people by improving access to infrastructure and services (e.g. community centres, parks, libraries, education etc).
People living in rural areas		✓		The draft document does not have the potential to cause a negative impact or discriminate against people living in rural areas. It is considered that the infrastructure provided as a result of new development, secured through the funding sources identified in this document, has the potential to support people living in rural areas. Parish councils will receive a portion of CIL receipts for the provision of infrastructure.

Equality group	Yes	No	If 'yes', please explain how the strategy/policy could cause a negative impact or discriminate. If you can not justify this you will need to take mitigating action, complete the action plan at the end of this assessment.	If 'No,' What existing evidence (presumed or otherwise) do you have for this? e.g. Will the service changes advance equality of opportunity between people who share a protected characteristic? This means will they <ul style="list-style-type: none"> Remove or minimise disadvantages suffered by people due to their protected characteristics. Take steps to meet the needs of people from protected groups where these are different from the needs of other people
Local Voluntary, Community and Faith sector organisations		✓		The draft document explains the council's approach towards seeking contributions for infrastructure. The infrastructure provided as a result of new development, secured through the funding sources identified in this document, will not discriminate against VCF communities.

5. Have reasonable adjustments been made for people with disabilities to ensure they can use the draft strategy or policy? This might mean treating disabled people better than non-disabled people in order to meet their needs

☐ No

☒ Yes - please provide detail:

The strategy will include a statement offering the provision of the strategy in alternative formats in line with the Translation and Interpretation Policy (April 2013). Also refer to page four which highlights elements of the strategy which advance equality for people with disabilities.

6. Have there been any equality related recommendations in the area that your draft policy/strategy is covering which have arisen from, for example, internal/external audits or scrutiny reports?

Recommendation made	Is this being addressed in your draft strategy or policy? If not, please explain why.
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No recommendations made	No recommendations made
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7. Will the draft strategy or policy help to foster good relations between people who share a protected characteristic and people who do not share it e.g will the changes help to tackle prejudice and promote understanding between the different groups

☒ No (*If you feel there is scope to improve how you foster good relations, amend you decision accordingly*)

☐ Yes – please explain how

N.A.

8. Will the draft strategy or policy protect and promote human rights? [You may find it helpful to view the human rights articles and case studies on the intranet to help you decide]

☐ No – please explain why and how you will amend the draft policy/strategy to eliminate the effect (if you think the effect cannot be eliminated but can be justified, please also give details):

☒ Yes

9. Has there been consultation with relevant community groups to help inform this draft strategy or policy?

If not, please explain why:

The draft strategy is not seeking to introduce new policy or procedure, rather the draft strategy seeks to provide an explanation / overview of an existing process.

The draft Planning Obligations SPD has been consulted internally with relevant colleagues and will also be published for a six week public consultation. Community groups can input into this consultation.

If yes, please list who you have consulted:

Do you feel there are any groups that the draft strategy or policy significantly affects who you have not currently consulted? If yes, please contact the shared equality officer for advice (see page 2 for contact details).

10. Has the draft strategy or policy missed opportunities to advance equality of opportunity and positive attitudes?

☐ No

☒ Yes – please outline the plans you have to address the missed opportunities (complete table below)

Action plan for mitigating action or advancing equality of opportunity

Action	Person responsible	Target completion date
Consider updating 8.7 to also include reference to accessible play surface and equipment - Included	Heike Wetzstein	Before policy is finalised