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| Gargrave PC | **Equality Impact Analysis** |

Equality analysis is an important part of meeting the needs of all members of our communities.

Carrying out an equality analysis of policies and decisions helps the Council to think about the different needs some group of people may have and make sure that the decisions it makes do not unfairly affect some people more than others.

The Equality Act 2010 protects people from discrimination on the basis of 9 'protected characteristics' and introduced a single Public Sector Equality Duty on all Government organizations. The Equality Act 2010 requires us to have due regard to:

* Eliminating unlawful discrimination, harassment and victimisation;
* Advancing equality of opportunity; and
* Fostering good relations.

In order to comply with the Public Sector Duty, we must demonstrate that we have considered Equalities when planning new services making amendments to policies, procedures, services or working practices and that we have identified any impact there may be on equality and diversity matters. You should complete an EIA when considering any proposal which will impact people including:

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| * Developing a service specification
* Commissioning a service
* Providing a new service to residents
* New staff working procedure
* Refreshing and updating a policy
 | * Removal of service
* Developing a strategy
* Changing a service
* As part of consultation process
* Changes to services delivered jointly with other agencies
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The Equality Act 2010 does not require public authorities to carry out EIAs, however, recent case law has clarified that public authorities do have to assess the impact their proposed policies have on equality and some form of documentary evidence of compliance with the Public Sector Equality Duty is invaluable to when defending a decision’s in court.

The EIA provides a systematic way of checking that some groups do not inadvertently receive different treatments or outcomes which causes a disadvantage, ensures the Council is not acting in a discriminatory way, allows us to identify mitigation to avoid discriminatory action and helps to identify when consultation work with stakeholders may be required.

**Data and Evidence**

The evidence needed to complete an EIA will depend on the type of the proposal, but it will probably include some of the following items:

* Service-level equality monitoring data (disaggregated by disability, gender, gender reassignment, ethnicity/nationality, age, sexual orientation, pregnancy/maternity and religion or belief) for the services being assessed or those which are similar.
* Information about the population or local community, including census findings. See STREAM.
* The results of involvement activities, consultations or recent surveys.
* Comparisons with similar policies/activities in other departments or authorities.
* Analysis of records of enquiries or complaints from the public about services or policies.
* Recommendations of inspection and audit reports and reviews.
* Recent research findings from a range of national, regional and local sources.
* Information from groups and agencies directly in touch with particular protected groups in the communities the authority serves; for example, qualitative studies by trade unions and voluntary and community organisation’s.

Where there is insufficient information to properly assess the proposal, further research may be needed to fill the gap. Examples include surveys or holding informal consultation exercises to supplement the available statistical and qualitative data. Where a significant gap in knowledge exists; does this justify suspending the development of the proposal to carry out further research

**Identifying positive and negative impacts**

* Is there any evidence that any part of the proposed policy could discriminate unlawfully, directly or indirectly, against people from some communities or groups?
* Could the policy outcomes differ according to those with a protected characteristic? For example, because they have particular needs, experiences, concerns or priorities in relation to the issues addressed by the policy or practice. Put another way:
* Could the policy or practice affect different groups disproportionately? For example, are more women than men affected.
* Is there evidence of higher or lower participation or uptake by different groups?
* Is the proposed policy likely to affect relations between certain communities or groups? (positively or negatively)
* If there will be a greater impact on one group, is that appropriate and consistent with the policy objective?
* Does the policy involve procurement or joint working? If so are you aware of your partner's equality policy and 'track record'?
* It is essential to consider not just the intended consequences of the policy or practice but also any unintended consequences and barriers that might prevent it being effective for certain communities or groups.

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| Gargrave | **Equality Impact Assessment Initial Screening Form** |
| This form records the equality screening process to determine the relevance of equality to a proposal and the decision whether or not a full EIA would be appropriate or proportionate. |
| **Service Area** | Gargrave, North Yorkshire based upon Map 1 Page 6 and Map 2 Page 7 of the Gargrave Neighbourhood Development Plan. |
| **Officer(s) carrying out screening** | Gargrave Parish Council and Louise Kirkup BSc (Hons), Dip TRP, MCD,MRTPI of Kirkwell’s Consultants used by the Parish Council. |
| **Proposal being screened** | Gargrave Neighbourhood Development Plan. |
| **What is the reason for carrying out the proposal and what are the desired outcomes?** | Following advice from Craven District Council, the Parish Council accepted that an EIA should be undertaken to help inform implementation and any future review of the NDP. |
| **What information or evidence do you have on current and future service users and the impacts that carrying out the proposal could have on them?** | The process of creating the Plan involved a variety of ways of engaging with all villagers through meetings, posters, access to the Parish Council website and office as well as paper copies of consultation questionnaires to each household. The draft plan in paper form was available in various sites in the village, i.e. The Post Office, St Andrews Church, Chemist, Library, Parish Office.CONSULTATION 15. The Parish has submitted a Consultation statement which describes the process of consultation and summaries’ responses received up to the time of the final statutory consultation period administered by the Council from 25.6.18 to 6.8.18. 16. The Plan working group was set up in 2013 and made up of interested village residents and several Parish councillors’. A web site was established to provide information on the progression of the Plan. 17. The first consultation exercise in the summer 2014 sought feedback from the public via a questionnaire and drop-in session in September 2014. This highlighted issues of concern and importance and the proposed site allocations as part of the emerging Craven District Local Plan. 18. A “Call for Sites” exercise was carried out in January 2015 and the sites were assessed in a report published on the web site. 19. A draft Plan was prepared and the subject of consultation via a drop-in session in the village hall in May 2015 and publication on the web site through the summer of 2015. Responses were collated, a further draft sent out for formal consultation 4 from 5.11.15 to 21.12.15. 20. The publicity of this draft included publication on the web site, leaflets posted to households and businesses, adverts in the “Craven Herald” and the Parish newsletter of October 2015. 21. At the end of this consultation it became apparent that further bodies should be consulted so a further formal consultation was carried out from 8.2.16 to 21.3.16. 22. After submission to Craven District Council, further consultation at district level, and scrutiny by an independent examiner the plan was approved by a significant majority of village residents in a referendum in May 2019. |
| **What other information and evidence has been used to support this equality analysis?** | The process of creating the Plan was overseen by Kirkwell’s Consultants. Assistance, guidance and information was also provided by officers of Craven District Council and data was available from the Strategic Housing Market Assessment. |
| **Please use the table on the next page to list any impacts that the proposal might have on people with protected characteristics as defined by the Equality Act 2010. As part of this assessment, please consider:*** How the proposal will impact on members of the community with protected characteristics
* Whether there is any evidence that any part of the proposed policy could discriminate unlawfully, directly or indirectly, against particular groups of people.
* Any indication that different groups have or will have different needs, experiences, issues and priorities in relation to the proposal.

**If for any characteristic it is considered that there is likely to be a significant adverse impact or you have ticked ‘Don’t know/no info available’, then a full EIA should be carried out where this is proportionate.**  |

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| **Protected Characteristic** | **No Impact** | **Positive Impact**  | **Negative Impact**  | **Don’t know/** **No info available** | **Description of any Impacts**  |
| **Age** |  |  X |    |  | Policy G1 “New Housing” requires sites with good accessibility. Policy G3 seeks to promote a range of housing tenures, types and sizesPolicy G4 promotes extra care housingPage 29 protects younger people by requiring investment to support improved services Page 42 refers to the need to double the level of provision for older people.Page 44 refers to housing designed to be suitable for the elderlyPage 85 refers to improved school/education provision and new/improved play areasThere are also a number of references in the Consultation statement to policies/actions relating to older people. |
| **Disability** |  |  X |   |  | Page 22 talks of access to footpaths and bridleways for those with mobility issuesPage 23 refers to enhanced accessibilityPage 25 refers to the need for disabled access at the stationPage 28 refers to ease of access as a development consideration.Page 67 protects a green space used as a circular walk for people of all abilitiesPage 71 promotes space, sport and recreation accessible to allPage 85 refers to better footpaths, pavements, and street lightingP88 provides for consideration of those with restricted mobilityNew housing proposals include extra care accommodation which will be required to be accessible to those with mobility problems. |
| **Sex (gender)** | X |  |  |  | Policies and proposals aim to support new housing and protect community facilities for all members of the community. |
| **Race** | X |  |  |  | As above |
| **Sexual orientation** | X |  |  |  | As above |
| **Marriage or civil partnership** | X |  |  |  | As above |
| **Religion or belief** | X |  |  |  | As above |
| **Pregnancy or maternity** | X |  |  |  | As above |
| **Gender reassignment** | X |  |  |  | As above |
| **Decision** **(Please tick one option)** | Initial Screening indicates EIA not relevant or proportionate |  X | Initial Screening indicates Full EIA required |  |
| **Reason for Decision** **Aim** **Eliminating unlawful discrimination, harassment and victimisation or any conduct prohibited under the Act.****Possible impact of GNDP****No impact identified.****Aim****Advancing equality of opportunity.****Possible Impact of GNDP** **Positive impacts from promoting good accessibility (Policy G1), promoting a range of housing tenures, types and sizes (Policy G3), promoting extra care housing (Policy G4), promoting recreation for all (LGS8 and Policy G10), promoting protection from flood risk for all (Policy G14).****Aim****Fostering good relations****Possible impact of GNDP****Positive impacts from promoting a mixture of housing (Policy G3) and recreation for all (Policy G10) and from encouraging wide participation by and contributions from all villagers in preparation of the plan (Consultation Statement).** **The Plan itself has no negative impacts on any of the protected characteristics but any need for mitigation that arises subsequently could be addressed as part of the planning process.** |
| **Signed Parish Council Chair**Peter Ward | **Date 26 June 2019** |