

Equality Impact Assessment Form

Please ensure that you refer to the ‘Equality Impact Assessment Guidance’ while completing this form. If you would like further guidance please contact the Equalities Officer or Equalities Team

Details
Name of Initiative to be assessed: Replacement Merthyr Tydfil Local Development Plan – Preferred Strategy
Name of responsible officer: Judith Jones/ Chris O’Brien
Group/Directorate: Place and Transformation
Service Area: Planning and Countryside
Date: 13 th June 2017

(a) WHAT ARE YOU ASSESSING FOR IMPACT ?

Service/ Function <input type="checkbox"/>	Policy/ Procedure <input type="checkbox"/>	Project <input type="checkbox"/>	Strategy <input checked="" type="checkbox"/>	Plan <input checked="" type="checkbox"/>	Proposal <input type="checkbox"/>	Information/ Position statement <input type="checkbox"/>
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(b) Please name and describe below

During Summer 2016, the Council approved the recommendation to commence preparation of a replacement Local Development Plan (LDP) that will outline land use policies for the County Borough up until 2031, replacing the current adopted LDP that runs until 2021.

The Plan allocates land for housing, employment, open space and other uses, and also includes policies that facilitate development and offer environmental protection. The documentation being presented to Full Council at this time is referred to as the ‘Preferred Strategy’ and outlines the strategy of the new LDP, including the proposed level of growth for the County Borough and the broad location of development.

**(c) IS THE DELIVERY OF THIS INITIATIVE AFFECTED BY LEGISLATION OR OTHER DRIVERS SUCH AS CODES OF PRACTICE?
If so, please identify what and how?**

Preparation of a Local Development Plan is controlled the Planning (Wales) Act 2015 and The Town and Country Planning (Local Development Plan) Regulations 2005 (amended 2015). An LDP Manual (2015), produced by Welsh Government, contains guidance which builds on the statutory requirements contained in the Regulations.

(d) Does the initiative directly affect service users, employees or the wider community?

Yes	<input checked="" type="checkbox"/>	Continue assessment
No	<input type="checkbox"/>	No need to continue screening or carry out an EqIA

Screening/Relevance Test: Is an equality impact assessment required?

Screening is used to decide whether the initiative you are responsible for has a high or medium negative impact on any of the protected groups and will require a

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full EqlA. Please highlight the positive impact the decision will have on the protected characteristics.

What will be the effect on :-

Protected Characteristic	Impact? <i>Include Positive and Negative</i>
Age	Low positive impact – the LDP will facilitate the delivery of development, services and facilities that can be used by all.
Disability	Low positive impact – the LDP will facilitate the delivery of development, services and facilities that can be used by all.
Gender Reassignment	Low positive impact – the LDP will facilitate the delivery of development, services and facilities that can be used by all.
Marriage & Civil Partnership	Low positive impact – the LDP will facilitate the delivery of development, services and facilities that can be used by all.
Pregnancy and Maternity	Low positive impact – the LDP will facilitate the delivery of development, services and facilities that can be used by all.
Race	Low positive impact – the LDP will facilitate the delivery of development, services and facilities that can be used by all.
Religion or Belief	Low positive impact – the LDP will facilitate the delivery of development, services and facilities that can be used by all.
Sex	Low positive impact – the LDP will facilitate the delivery of development, services and facilities that can be used by all.
Sexual orientation	Low positive impact – the LDP will facilitate the delivery of development, services and facilities that can be used by all.
Carers	Low positive impact – the LDP will facilitate the delivery of development, services and facilities that can be used by all.
Welsh Language	Low positive impact – the LDP will facilitate the delivery of development, services and facilities that can be used by all.

If after completing the EqlA screening/relevance test you determine that this service/function/policy/project is not relevant for an EqlA you must provide adequate explanation below (Please use additional pages if necessary).

The proposal does not have any negative impact on any identified group. The LDP will assist in ensuring the Planning and Countryside Department fulfils its statutory obligations. The LDP plays a key role in ensuring that the County Borough is a safe and attractive place to live, work, play and visit for all members of society, through facilitating and managing new development and protection of the environment.

Yes **No**

Signed _____ **Position** _____

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N.B. If the initial screening process has identified actual or potential high or medium negative impact on a particular group or groups then you **MUST carry out a full EqlA.**

Full Equality Impact Assessment

You should use the information gathered at the screening stage to assist you in identifying possible negative/adverse impact, including positive impact, and clearly identify which protected groups are affected.

In terms of any disproportionate / negative / adverse impact that the proposal may have on a protected group, what steps (if any) could be taken to reduce that impact for each group identified. Attach a separate action plan if necessary.

If ways of reducing the impact have been identified but are not possible, please explain why they are not possible.

Please highlight positive impacts and actions that have been identified as a result of the assessment process.
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Evidence Sources

(i) Give details of any data or research that has led to your reasoning above, in particular, the sources used for establishing the demographics of service users.
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(ii) Give details of how you have engaged with service users on the proposals and steps to avoid any disproportionate impact on a protected group and how you have used any feedback to influence your decision.
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Are you satisfied that the engagement process complies with the requirements of the Statutory Equality duties?
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Decision Log – (detail how Elected Members and Senior Managers have been involved in the decision process (give dates of key meetings and decisions made)
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Review

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Date of Next Review:

If review is not required, explain why.

Approved by:

Signature:

Job Title:

Approval date:

Date of Update:

Update recording