

Stage 1 Equality Impact Assessment – Initial Screening

Assessor(s) Name(s):	Dawn Smith Planning Officer
Directorate:	Economy & Environment
Date of Completion:	May 2015

Name of Policy/Strategy/Service/Function Proposal

Godshill Parish Supplementary Planning Document (SPD)

The Aims, Objectives and Expected Outcomes:

Different groups of people within the local community have different needs and aspirations as to how they want their community to develop in the future. This would include what services, facilities and local infrastructure are important to them. Given this, the aim of the Parish Plan is to “enable applicants and decision-makers to be aware of how the community would like to see the policies of the Island Plan Cores Strategy applied to the parish of Godshill, and formalise the community’s views within a planning document”.

The final stage of the process is to submit the plan to the Isle of Wight Council so that it can be considered for formal adoption as a Supplementary Planning Document (SPD). Whilst the document can formally be considered in the planning process once adopted as a material consideration, any proposal that requires planning permission within the parish of Godshill will still be judged on its own planning merits.

Please delete as appropriate:

- This is a new policy/strategy/service/council function proposal
- ~~This is a proposal for a new, changed or removed policy/strategy/service/council function~~
~~(check whether the original decision was equality impact assessed)~~

Key Questions to Consider in Assessing Potential Impact

Will the policy, strategy, service or council function proposal have a negative impact on any of the protected characteristics or other reasons that are relevant issues for the local community and/or staff?	No
Has previous consultation identified this issue as important or highlighted negative impact and/or we have created a “legitimate expectation” for consultation to take place? A legitimate expectation may be created when we have consulted on similar issues in the past or if we have ever given an indication that we would consult in such situations	No
Do different groups of people within the local community have different needs or experiences in the area this issue relates to?	Yes
Could the aims of these proposals be in conflict with the council’s general duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not?	No
Will the proposal have a significant effect on how services or a council function/s is/are delivered?	No
Will the proposal have a significant effect on how other organisations operate?	No
Does the proposal involve a significant commitment of resources?	No
Does the proposal relate to an area where there are known inequalities?	No

If you answer **Yes** to any of these questions, it will be necessary for you to proceed to a full Equality Impact Assessment after you have completed the rest of this initial screening form.

If you answer **No** to all of these questions, please provide appropriate evidence using the table below and complete the evidence considerations box and obtain sign off from your Head of Service.

Protected Characteristics	Positive	Negative	No impact	Reasons
Age	x			<p>It is considered that the document could have a positive impact on this group.</p> <p>There are aspects of the plan that could make proposals contribute to the opportunities for equality for this group and for this reason these have been noted. This is in respect of addressing the need for older persons accommodation and affordable housing through its links with Policy GP4-Housing.</p> <p>An SPD cannot introduce new policies; it expands and gives further guidance on the existing policies of the Island Plan Core Strategy. Furthermore, the SPD is required to be in general conformity with the Island Plan Core Strategy, which itself has been subject to an EqIA.</p>
Disability			x	<p>It is considered that the document will have no impact on this group.</p> <p>An SPD cannot introduce new policies; it expands and gives further guidance on the existing policies of the Island Plan Core Strategy. Furthermore, the SPD is required to be in general conformity with the Island Plan Core Strategy, which itself has been subject to an EqIA.</p>
Gender Reassignment			x	<p>It is considered that the document will have no impact on this group.</p> <p>An SPD cannot introduce new policies; it expands and gives further guidance on the existing policies of the Island Plan Core Strategy. Furthermore, the SPD is required to be in general conformity with the Island Plan Core Strategy, which itself has been subject to an EqIA.</p>
Marriage & Civil Partnership			x	<p>It is considered that the document will have no impact on this group.</p> <p>An SPD cannot introduce new policies; it expands and</p>

				gives further guidance on the existing policies of the Island Plan Core Strategy. Furthermore, the SPD is required to be in general conformity with the Island Plan Core Strategy, which itself has been subject to an EqIA.
Pregnancy & Maternity			x	<p>It is considered that the document will have no impact on this group.</p> <p>An SPD cannot introduce new policies; it expands and gives further guidance on the existing policies of the Island Plan Core Strategy. Furthermore, the SPD is required to be in general conformity with the Island Plan Core Strategy, which itself has been subject to an EqIA.</p>
Race			x	<p>It is considered that the document will have no impact on this group.</p> <p>An SPD cannot introduce new policies; it expands and gives further guidance on the existing policies of the Island Plan Core Strategy. Furthermore, the SPD is required to be in general conformity with the Island Plan Core Strategy, which itself has been subject to an EqIA.</p>
Religion / Belief			x	<p>It is considered that the document will have no impact on this group.</p> <p>An SPD cannot introduce new policies; it expands and gives further guidance on the existing policies of the Island Plan Core Strategy. Furthermore, the SPD is required to be in general conformity with the Island Plan Core Strategy, which itself has been subject to an EqIA.</p>
Sex (male / female)			x	<p>It is considered that the document will have no impact on this group.</p> <p>An SPD cannot introduce new policies; it expands and gives further guidance on the existing policies of the Island Plan Core Strategy. Furthermore, the SPD is required to be in general conformity with the Island Plan Core Strategy, which itself has been subject to an EqIA.</p>
Sexual Orientation			x	<p>It is considered that the document will have no impact on this group.</p> <p>An SPD cannot introduce new policies; it expands and</p>

				gives further guidance on the existing policies of the Island Plan Core Strategy. Furthermore, the SPD is required to be in general conformity with the Island Plan Core Strategy, which itself has been subject to an EqIA.
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Are there aspects of the proposal that contribute to or improve the opportunity for equality?	Yes
<i>If answered Yes, describe what these are and how they may be promoted or enhanced</i>	
<p>The Godshill Parish SPD includes Policy GP4, which states housing development schemes should demonstrate how they contribute to as local need or demand being met. (This could include older persons accommodation).</p> <p>The Parish Council expect developers to provide a justification, in line with the above policy statement, for any units provided.</p> <p>The delivery of this type of accommodation could have a positive impact on the age protected characteristic, this aspect could contribute to the opportunities for equality and for this reason this has been noted.</p>	

Evidence Considered During Screening
<p>The Godshill Parish SPD has been informed by various consultation exercises undertaken by the parish council. The document was also subject to further consultation as part of its formal adoption as a SPD. This statutory process requires a six-week period of public consultation.</p> <p>Demographic Data</p> <p>The council has ward profile information for the ward of Godshill and Wroxall, based on the 2011 Census. Information from the census is also available for the parish of Godshill. This data shows a population of 1,459 for the parish of Godshill, with 34.8% being of pensionable age (60 years plus).</p> <p>The 2010 Indices of Deprivation shows that the ward of Godshill and Wroxall is broadly in line with the England average. Mosaic data for the ward of Godshill and Wroxall shows that 34.5% of residents consider themselves to be residents of small and mid-sized towns with strong local Roots and 26.8% consider themselves to be active elderly people living in a pleasant retirement location. The census shows that within the ward of Godshill and Wroxall 97.2% of the population are white British. It also shows that 7.8% of the population are in bad or very bad health.</p>

Head of Service Sign off:	Wendy Perera
Advice sought from Legal Services (Name)	Helen Miles
Date	21 May 2015

A signed version is to be kept by your team and also an electronic version should be published on the council's website (follow the link from the EIA page on the intranet)

Stage 2 Full Equality Impact Assessment

Assessor(s)Name(s):	Dawn Smith Planning Officer
Directorate:	Economy & Environment
Date of Completion:	20 May 2015

Name of Policy/Strategy/Service/Function Proposal

Godshill Parish Supplementary Planning Document

The Aims, Objectives and Expected Outcomes:

The Godshill Parish SPD has been prepared by the community to guide development. It gives further details on existing Island Plan Core Strategy policies and is in general conformity with the National Planning Policy Framework (NPPF) Once adopted it will become a material consideration in the determination of planning applications within the parish of Godshill.

It has been identified through the Godshill Parish SPD process that there is a significant proportion of older people residing in Godshill, and the Godshill Parish will be one of the planning documents used to determine planning applications in the parish that would contribute to meeting a local need for accommodation for older people.

Please delete as appropriate:

- This is a new policy/strategy/service/council function proposal
- ~~This is a proposed change/review to/removal of an existing policy/strategy/service/council function (check whether the original decision was equality impact assessed)~~

Scope of the Equality Impact Assessment

The Godshill Parish SPD gives further details on existing Island Plan Core Strategy policies, which have been subject to its own equalities impact assessment.

Analysis and assessment

The impacts of the Godshill Parish SPD are not direct, rather it will be proposals from 3rd parties that are judged against the policies of the Godshill Parish SPD. The protected characteristic upon which the Godshill Parish SPD was identified as having the potential for a positive impact is age. The potential for a positive impact was identified as the policies of the Godshill Parish SPD (along with the core strategy) would support proposals for development that met specific needs of the community relating to age (older persons accommodation).

Recommendations

It is considered that the proposed Godshill Parish SPD would not have negative impacts on the protected characteristics. It, along with other relevant planning documents, would facilitate 3rd party proposals for development that met specific needs of the community, and this would cover provision for older persons accommodation.

Action/Improvement Plan

The table below should be completed using the information from your equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Remove or lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Age	Positive	No	n/a	Provide the planning policy framework to consider 3rd party proposals, with a potential effect of supporting positive outcomes for the protected characteristic.
Disability	No Impact			
Gender Reassignment	No Impact			
Marriage & Civil Partnership	No Impact			
Pregnancy & Maternity	No Impact			
Race	No Impact			

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Religion / Belief	No Impact			
Sex (male or female)	No Impact			
Sexual Orientation	No Impact			
HR & workforce issues	No Impact			
Human Rights implications if relevant	No Impact			
<p>Please remember - actions should have SMART targets and be reported to the Diversity Board (this should be done via your Directorate representative) and incorporated into your service/team Plans and /or objectives of key staff</p>				

Summary	
Date of Assessment:	20 May 2015
Signed off by Head of Service/Director	Wendy Perera
Review date	
Date published	

Publishing checklist	Yes	No
• <i>Plain English – will your EIA make sense to the public?</i>	Yes	
• <i>Acronyms – check you have explained any specialist names or terminology</i>	Yes	
• <i>Evidence – will your evidence stand up to scrutiny; can you justify your conclusions?</i>	Yes	
• <i>Stakeholders and verification – have you included a range of views and perspectives to back up your analysis?</i>	Yes	
• <i>Gaps and information – have you identified any gaps in services or information that need to be addressed in the action plan?</i>	Yes	
• <i>Success stories – have you included any positive impacts that have resulted in change for the better?</i>	Yes	
• <i>Action plan – is action plan SMART? Have you informed the relevant people to ensure the action plan is carried out?</i>		
• <i>Review have you included a review date and a named person to carry it out?</i>		
• <i>Challenge – has your equality impact assessment been taken to Diversity Board/Call Over for challenge?</i>	Yes	
• <i>Signing off – has your Head of Service/Director signed off your EIA?</i>	Yes	
• <i>Basics – have you signed and dated your EIA and named it for publishing?</i>	Yes	
• <i>A signed version to be kept by your team for review and electronic version to be uploaded on to the council's website</i>		