

CONDUCTING AN EQUALITY IMPACT ASSESSMENT

DRAFT DELIVERY AGREEMENT FOR THE GWYNEDD & ANGLESEY
JOINT LOCAL DEVELOPMENT PLAN

1) AUTHOR(S) OF THE ASSESSMENT

Nia H Davies, Planning Manager (Policy) Joint Planning Policy Unit Gwynedd & Anglesey

2) PARTNERS

Note all the individuals and groups who need to be included in the assessment process: These could include front line staff, partner organisations, specialist organisations etc.

JLDP Key Stakeholder Group that will include representatives of the local partnerships, which represent equalities target groups (i.e. an individual's gender, disability, age, ethnicity, sexual orientation, belief and faith); Equalities Impact Assessment Group, i.e. representatives of the local equalities forums and Gwynedd and Anglesey County Council's Equalities Officers; Local and national groups that represent the welfare of races, ethnicity or nationality; various religious groups; the welfare of disabled individuals (see Appendix 7 of the Delivery Agreement)

3) START DATE

14th April 2011 (i.e. the 1st day in the public consultation period about the Delivery Agreement)

4) END DATE

17th June 2011

5) RELEVANCE

You should outline what relevance the policy/ service/ procedure has in relation to each of the general equality duties and to each of the equality groups. There may not be a relevance to all categories, but if any are noted, then you will need to complete the assessment

5a) Relevance to the General Duties

• **Positively promoting equality**

The Delivery Agreement, via its Community Involvement Scheme, sets out the Councils' intention to contact and consult with the public, including members of the community that are usually hard to reach, and groups and organisations that represent the welfare of racial groups, ethnicity or

nationality; various religious groups; the welfare of disabled individuals.

- **Getting rid of illegal discrimination, harassment and victimisation**

Extensive consultation will reduce the risk of any discriminatory arrangements

- **Promoting equal opportunities**

By adhering to the Delivery Agreement it will be possible to draw up new land use planning policies that respond well to the needs of individual communities.

- **Encouraging good relationships**

The Delivery Agreement aims to secure that communities and stakeholders have every opportunity to take part from the outset in the process of preparing the Joint LDP.

5b) Relevance to equality groups

The issues and trends referred to in Part 2.1 and in appendix 2 of the Delivery Agreement is unlikely to affect everyone equally. The JLDP can potentially have an impact on all the equalities groups listed below. For example, evidence suggests that minority racial groups, women, disabled individuals, children and young people and the elderly are more likely to suffer poverty and social exclusion compared to other groups. Another example of inequality in terms of effect is fuel poverty, which seems to be more prevalent in fragile households, e.g. those occupied by an elderly person, child or a disabled person. The JLDP's strategy and policies could have a detrimental impact or discriminate against different groups in the community or make a positive contribution to equalities. Working with representatives of groups in accordance with what is set out in the Delivery Agreement will help to identify the important issues early on in the process

- **Race**

- **Sex** (include transsexual, maternity and pregnancy issues)

- **Disability**

- **The Welsh language**

- **Sexual Orientation**

- **Religion or belief**

- **Age**

6) AIMS AND OBJECTIVES OF THE POLICY/ SERVICE/ PROCEDURE

Note the reason for the policy and what the Authority aims to achieve through it

Gwynedd Council and Anglesey County Council must prepare a LDP. The JLDP will focus on land use planning matters that are specifically important to the local area. The intention is that the JLDP's strategy and policies will be based on a thorough understanding of the area's needs, opportunities and constraints. The Delivery Agreement's purpose is to provide information about the timetable for preparing the JLDP as well as setting out who the Councils intend to contact, when and how the public and others can contribute to the process and the contents of the JLDP, as well as what happens to the responses. The partnerships, bodies and organisations that represent the equalities groups have been identified in the Delivery Agreement. However, it isn't clear whether the JLDP will be subject to an EIA.

7) INVOLVEMENT AND CONSULTATION

What involvement and consultation exercises were conducted in relation to the policy/ service/ procedure and what were the outcomes?

Individuals that are registered on the JLDP's database and the General and Specific Consultation Bodies were contacted – see Appendix 7 & 8 of the Delivery Agreement to see their names.

According to the Delivery Agreement the above will receive updates about the JLDP process at key stages. The representatives of the partnership and organisations that work on behalf of the equalities groups will receive an invitation to contribute to and influence the contents of the JLDP – see Appendix 3 and 9 of the Delivery Agreement

8) AVAILABLE EVIDENCE

Evidence can be based on local or national data, on consultation, monitoring, staff comments etc.

Section 2.1 and appendix 2 of the Delivery Agreement provide a description of the area as well as key strategic facts and figures.

There is a close relationship between the Sustainability Appraisal, which incorporates the Strategic Environmental Assessment, and the EIA. The Scoping Report that will form part of the Sustainability Report will provide the baseline information that will help to identify the relevant sustainability objectives. Some of these objectives will relate to the equality strands.

The Councils are in the process of preparing Strategic Equalities Plans in accordance with the 2010 Equalities Act. As part of this process, they will be collecting evidence about both County's equality needs in order to identify equalities objectives. This evidence can also contribute to the development of the JLDP.

9) EVIDENCE GAPS

Note any evidence gaps and how these will be filled.

In order to undertake a EIA of the JLDP the relevant baseline information will have to be formally identified.

10) WHAT IS THE ACTUAL/ LIKELY IMPACT?

10 a) On equality groups

See the response to 5a, 5b a 6 above.

- **Race**

We will consult with local groups that represent minority ethnic groups (see Appendix 7)

In order to secure engagement, we shall consider producing information in languages other than Welsh and English, in accordance with specific needs that may arise.

- **Sex**

We will ensure input from women and men. We do not currently have specific contact with transgender groups, but it is anticipated that contact will be made during the process of preparing Statutory Equalities Plans. This group's views will be considered in accordance with developments

- **Disability**

We shall consult with local groups that represent disabled individuals (see Appendix 7).

We shall ensure that our contact with disabled individuals is accessible and appropriate. We shall provide materials and communication methods using alternative formats e.g. BSL, audio tapes, easy to read versions, etc) in accordance with need

- **The Welsh language**

We shall consult with local groups that represent the well-being of the Welsh language (see Appendix 7)

Anyone can contribute to the process in Welsh or English

- **Sexual orientation**

We shall consult with local groups that represent gay, lesbian or bisexual people (see Appendix 7)

- **Religion and belief**

We shall consult with different faith groups (see appendix 70, ensuring that our arrangements are not inimical with cultural or spiritual needs (e.g. respect holy days and holidays)

- **Age**

We shall consult with local groups that represent different age groups (see Appendix 7)

10b) The general duties

See response at 5a, 5b and 6 above

By following the arrangements set out in the Delivery agreement and the Equalities Impact Assessment we are confident that the process will conform to the General Duties set out in the Equalities Act 2010, i.e.

- **Positively promoting equality**

- **Getting rid of illegal discrimination, harassment and victimisation**

- **Promoting equal opportunities**

- **Encouraging good relationships**

11) ADDRESSING THE IMPACT

(More than one result may be relevant)

Outcome 1: No great change

The Assessment shows that by operating in accordance with the requirements of the Delivery Agreement the process of preparing the JLDP will be inclusive, i.e. there shouldn't be a potential to discriminate in terms of getting input into the process. Every effort is made to promote equalities and this will ensure that the JLDP will be based on a thorough understanding of the area's needs, constraints and opportunities.

12) MONITORING AND REVIEWING ARRANGEMENTS

As part of the work of preparing the JLDP we shall have to publish a document that sets out how we have engaged with communities and other stakeholders and what transpired from these discussions. We shall have to monitor who will be providing an input in order to try to ensure that the equalities groups take advantage of the opportunities available to influence the JLDP

13) ACTION PLAN

An action plan, outlining the actions, responsibilities, timescale and review and evaluation processes should be appended.

Actions	Responsibility	Timetable	Monitor and evaluate
Further discussions with the Strategic Direction unit (Gwynedd Council) and the Corporate Policy Unit (Anglesey) about how we can adapt the EIA (if required)/ apply the EIA toolkit to the key stages in the	Joint Planning Policy Unit	2011	Agreement on the EIA toolkit to be applied to the JLDP

JLDP preparation e.g. identify growth and distribution options, formulating strategic policies			
Establish an EIA Panel to help the Joint Planning Policy Unit to undertake an EIA of the JLDP at key stages	Joint Planning Policy Unit	2011	The Panel meets at relevant stages between 2011 and 2014/5

14) DECISION MAKING

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