



Equality Impact Assessment

The Council has a duty to consider the needs and requirements of the community who are affected by our policies and procedures. This checklist has been developed to ensure that relevant groups are neither directly or indirectly discriminated against in the planning and delivery of Council services in compliance with legislation and good practice.

An impact assessment is a systematic way of finding out the impact of a policy or proposed policy on different groups. Officers are required to identify the likely outcomes/impacts that may result from introducing a policy/procedure.

Examples of groups that can be disadvantaged if their specific needs are not considered are women/parents/carers, people from different ethnic minorities, people with disabilities/impairments and Welsh speakers.

How should you assess impact?

1. Identifying the objectives of your policy and how it will work
2. Examining the data and research available
3. Assessing the likely impact on equality
4. Consulting people who are likely to be affected by your policy
5. Making arrangements to monitor and review your policy and its impact
6. Publishing the results of the assessment

It is the responsibility of the Head of Service or Operational Manager responsible for each policy to ensure that an assessment has been completed for the policy identified.

The form should be completed electronically and returned to the Equalities Section :

CAMorgan@valeofglamorgan.gov.uk or

LJBrown@valeofglamorgan.gov.uk

If you have any queries, telephone: 01446 709362

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| Policy Title: Local Development Plan |
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| Who is responsible for developing and implementing the policy? | |
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| Name: Emma Harvey | Job Title: Operational Manager Planning & Transportation Policy |
| Directorate: E & E.R. | Department: Planning & Transportation |
| Assessment Date: 28 May 2008 | |

1. Objectives

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| What are the objectives of the policy being developed or reviewed? |
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| To set out the Council's land use planning policies against which developments will be assessed during the period 2011 to 2026 |
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2. Background Data:

| Who is intended to benefit from this policy? | Please ✓ |
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| All residents of the Vale of Glamorgan | ✓ |
| Internal departments (please state): All Departments affected directly and indirectly | ✓ |
| Customers/residents in a specific geographical location Businesses, landowners, etc. | ✓ |
| Specific customers (age, gender, etc.) Please identify: Many groups will benefit with policy provision for e.g. care homes, play areas, religious worship etc. | ✓ |
| Other Please specify: | |

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| What research or baseline information do you have about how your service is used by various groups of people? |
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| Vast amount of data examined including population's ethnicity, disability, income, age, carers, lone parents, crime, Welsh language, migration, etc. |
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3. Gender

Will the policy have a **positive impact** directly or indirectly on different groups in the community.

| Gender: please ✓ | Yes | No |
|-------------------------|------------|-----------|
| Women | ✓ | |
| Men | ✓ | |

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| What evidence do you have to support this view? |
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| All policies are assessed against specific objectives including equalities objectives. Plan will not be passed without a positive impact measured against these criteria. |
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| What actions can you take to have a more positive impact? |
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The consultation process will result in all parties' views being meaningfully considered and given a thorough response that will be ratified by Cabinet and ultimately Council. The LDP will also be measured against the equality targets established in the Sustainability Appraisal Monitoring Framework.

4. Race

People from different black and minority ethnic communities may use Council services differently (for example will women from certain minority communities use the Council's swimming pool more often if same sex swimming arrangements are in place). Will the policy have a **positive impact** on the following groups?

| Race: please ✓ | Yes | No |
|--------------------------------------|------------|-----------|
| Black and minority ethnic population | ✓ | |
| Economic migrants | ✓ | |
| Asylum seekers and refugees | ✓ | |

What evidence do you have to support this view?

Land use needs of all these groups will be measured in the Sustainability Appraisal and the policies designed to reflect any identified needs.

What actions can you take to have a more positive impact?

The consultation process will result in all parties' views being meaningfully considered and given a thorough response that will be ratified by Cabinet and ultimately by Council. The Equalities Section of the Council will be consulted to ensure that all relevant parties are consulted.

5. Disability

Will the policy have a **positive impact** on people with disabilities e.g. services will be more accessible for people with a disability?

| Disability: please ✓ | Yes | No |
|-----------------------------|------------|-----------|
| Visually impaired | ✓ | |
| Hearing impairment | ✓ | |
| Physically disabled | ✓ | |
| Learning disability | ✓ | |
| Mental health problem | ✓ | |
| Other: | | |

What evidence do you have to support this view?

Land use needs of all disabled people will be measured in the Sustainability Appraisal and the policies designed to reflect any identified needs. The accessibility of the built environment is specified as an objective to be measured.

What actions can you take to have a more positive impact?

The consultation process will result in all parties' views being meaningfully considered and given a thorough response that will be ratified by Cabinet and ultimately the Council. The Equalities Section of the Council will be consulted to ensure that all relevant parties are consulted.

6. Welsh language

Will the policy provide a **positive impact** both in Welsh and English in accordance with the Council's Welsh Language Scheme? e.g. translation of documents, Welsh speaking member of staff, bilingual automated telephone system, bilingual forms

| Language: please ✓ | Yes | No |
|--------------------|-----|----|
| Welsh | ✓ | |

What evidence do you have to support this view?

Section 11 of the LDP's Approved Scoping Report aims to protect, enhance and promote the quality and character of the Vale of Glamorgan's culture and heritage.

What actions can you take to have a more positive impact?

n/a

7. Age

Will the policy provide a **positive impact** for younger/older people?

| Age: please ✓ | Yes | No |
|----------------|-----|----|
| Under 25 years | ✓ | |
| Over 50 years | ✓ | |

What evidence do you have to support this view?

The LDP promotes access for all in terms of health care, housing needs, facilities, medical centres, playgrounds, etc.

What actions can you take to have a more positive impact?

n/a

8. Religion and belief

Will the policy provide a **positive impact** for people with different religious/belief backgrounds?

| Religion/belief: please ✓ | Yes | No |
|---------------------------|-----|----|
| | ✓ | |

What evidence do you have to support this view?

Section 2 of the LDP's Sustainability Appraisal Report has the objective to maintain, promote and enhance the range of local facilities – this includes places of worship.

What actions can you take to have a more positive impact?

n/a

9. Sexual orientation

Will the policy provide a positive impact for gay men/lesbians/bisexuals?

| Sexual orientation: please ✓ | Yes | No |
|-------------------------------------|------------|-----------|
| Gay men/lesbians/bisexuals | | ✓ |

What evidence do you have to support this view?

The LDP is neutral in terms of its direct impact on sexuality. However, facilities for the local community may have an indirect benefit in terms of meeting local needs.

What actions can you take to have a more positive impact?

n/a

10. Consultation

What arrangements have been made to consult with:

- men/women/parents/carers
- the black and minority ethnic community (including asylum seekers, refugees, economic migrants)
- people with disabilities / impairments (sensory, physical, learning, medical etc)
- the Welsh speaking community
- other 'hard to reach' or vulnerable groups (e.g. young/older people, low income families)

Consultation activities that have taken place (include the method of consultation e.g. focus group, survey, public meeting, citizens panel, etc.)

Workshops, written representations, etc. The consultation process on the LDP is vast and governed by statute.

Who was consulted?

Consultees are listed in Appendix C of the Revised Delivery Agreement. These included Youth Cymru, Age Concern, Black Voluntary Sector Network, UK Association of Gypsy Women, 13 different religious groups, 8 different groups representing disabled people, Acen Cyf, the Institute of Welsh Affairs, etc.

How have the results of the consultation been implemented?

All representations received are assessed by officers and ratified by Cabinet as required by the statutory procedure

11. Monitoring

How will you monitor the impact of this policy on service users?

A monitoring framework and sustainability framework is built in to every stage of the LDP. This includes e.g. number of new places of worship, accessibility of facilities, measured against relevant % of the population of the Vale of Glamorgan.

What monitoring data will you collect (number of people with a disability, black and minority ethnic communities, women/men, Welsh speakers, etc.)?

Above data will be measured against the census baseline population. Public opinion surveys will also be used.

12. Publication of policy

How will you publish and publicise the policy to ensure equality of access to this information (including raising awareness with minority groups, publishing information in accessible formats, etc.)?

The LDP will be available in large print and other formats upon request. The final document will be bilingual. Accessible formats will be available for further consultations.

13. Further action

Any recommendations for action that you plan to take as a result of this impact assessment (listed in the sections above) should be included in your Team Plan or Departmental Service Plan.

Check that the 6 equality strands are covered within the LDP and further assessments of the consultees will take place.

14. Completed Impact Assessments:

Email a copy of this form to the Corporate Equalities Officer. Completed forms will be submitted to a review panel to assess and discuss any further information or action required and subsequently published on the Council's website.

15. Authorisation

(This form should be authorised by the relevant Head of Service or Operational Manager for the department).

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| Approved by Emma Harvey | Date:6 August 2008 |
| Designation: Operational Manager, Planning & Transportation Policy | |