

# Equality Impact Assessment Form

## Part 1: Screening

Name of Strategy/Policy/Project/Function:  
Completing Officer's Name:  
Completing Officer's Telephone Number:  
Date Completed:

Development Management Plan
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Please send a copy of the completed form to the Equalities Group at [equalities@reigate-banstead.gov.uk](mailto:equalities@reigate-banstead.gov.uk).

### Section One: Identify Your Aims and Objectives

The purpose of an Equality Impact Assessment is to improve the work of the Council by making sure that we promote equality and do not discriminate. This method is used to ensure that individuals and teams consider the likely impact of their work on residents and take action to improve strategies, procedures, projects and functions where necessary.

#### What is the main purpose of this strategy?

To provide detailed policies, designations and site allocations to guide development in the borough until 2027, consistent with the principles set out in the adopted Core Strategy

#### List the main activities & objectives or main policy areas of this strategy

The proposed DMP objectives are as follows:

- PE1: Safeguard existing employment land and premises to ensure that there is adequate space for businesses to locate in the borough.
- PE2: Provide flexibility for local businesses to start up, grow, diversify and prosper.
- PE3: Help new development to deliver jobs and skills benefits for local people
- PE4: Protect the vitality and viability of our town centre shopping areas
- PE5: Protect the viability of smaller scale but vital local shopping areas
- PE6: Ensure that both town and local centres are resilient and able to respond to future changes
- SC1: To ensure that new development makes the best use of land whilst also being well designed and protecting and enhancing local character and distinctiveness
- SC2: To ensure an appropriate mix of housing types and sizes, offering a good standard of living to future occupants
- SC3: To minimise the impacts of development, and the development process, on local residents and local amenity
- SC4: Protect the most valuable open space within the urban areas
- SC5: Encourage the provision of open space as part of new developments, and where appropriate new outdoor sport and recreation provision.
- SC6: Require new developments to provide adequate parking, whilst recognising the need to encourage sustainable transport choices, particularly in the most accessible locations
- SC7: Ensure new developments are served by safe and well designed access for vehicles, pedestrians and cyclists
- SC8: Encourage new development to incorporate passive and active energy measures and climate change resilience measures and renewable energy technologies
- SC9: Direct development away from areas at risk of flooding, and ensure all developments are safe from flood risk and do not increase flood risk elsewhere or result in a reduction in water quality

- SC10: Ensure new development protects, and enhances wherever possible, the borough's landscapes and biodiversity interest features, providing the highest degree of protection to internationally and nationally designated areas.
- SC11: Maximise the contribution of new development to a comprehensive green infrastructure network across the borough.
- SC12: Control development in the Green Belt to safeguard its openness, and where possible enhance its beneficial use.
- SC13: Conserve and enhance designated heritage assets across the borough, supporting their continuing viable use and cultural benefits.
- PS1: Identify a local target for gypsy, traveller and travelling showpeople sites, and allocate sites to achieve this target.
- PS2: Ensure future cemetery and/or crematorium provision is located consistent with sustainability principles
- PS3: Allocate sites for development across the borough consistent with the Core Strategy and sustainability principles
- PS4: Plan for improvements to existing infrastructure and services, and/or the provision of new infrastructure and services, to meet the needs created by new development.

To deliver these objectives, the draft DMP includes:

- Criteria based policies to guide decision making on planning applications, including in relation to employment, retail and community provision, housing mix and standards, the design of new development, protecting and enhancing open spaces, transport, access and parking, managing flood risk, landscape, biodiversity, green belt and heritage.
- Policy designations, including in relation to urban open space, residential areas of special character, town centre and local centre boundaries and retail frontage, and small scale green belt boundary amendments
- Development site allocations, including in town centres, other urban areas, and outside urban areas (urban extensions, strategic employment site and traveller sites)

### **Who are the main beneficiaries of this strategy?**

As part of the statutory local development plan, once it is adopted the DMP will have the potential to impact on residents, businesses, visitors and organisations operating in the borough.

Its policies will shape when and where new development is provided and how that new development is designed. As such it will be relevant in relation to the alteration of existing buildings, the development of new buildings, and the design and layout of town centres and open spaces. All these types of development have the potential to impact on the users of those buildings and spaces, those living nearby or passing through the borough.

Specifically, policies within the DMP have the potential to impact on older people, younger people and children, people with physical, sensory or learning disabilities or long-term health impairments, pregnant women and specific ethnic groups, namely Romany Gypsies and Irish Travellers.

### **In what way are the main beneficiaries affected by this strategy?**

See assessment below.

## **Section Two: Consider Data and Research**

*Exploring available data and conducting research will help to give an indication as to what impact the strategy will have on equality and diversity.*

*Where data is limited or unavailable, managers should identify this as a limitation and identify ways to overcome this. This may include contacting specialist or other external organisations, or by conducting further research of existing regional and national data.*

### **What data is available to help direct the EIA?**

The draft DMP is underpinned by a comprehensive evidence base. This has included the collection of baseline data, analysis of that data and the preparation of technical studies. It has also included a sustainability appraisal process.

In particular, the following sources have been identified to help direct the EIA.

The Council's annual Monitoring Report assesses the performance and effectiveness of existing local plan policies. The Council also publishes a series of issue-specific monitoring reports which provide a comprehensive suite of information about development trends in the borough.

The Borough's Quality of Life profile provides a wide range of background information about the characteristics of those who live and work in the borough

Census and ONS data, including the Indices of Multiple Deprivation are used by the Policy Team to assess the social, economic and health of local communities and demographic characteristics, including – for example – in relation to the aging population.

The Council's Traveller Accommodation Assessment includes an assessment of the accommodation needs of Gypsy, Traveller and Travelling Showpeople families within the borough, supplemented by conversations with nearby authorities to identify any need arising outside the borough.

The Council's Infrastructure Delivery Plan outlines the infrastructure that has been identified as being required to deliver the level of growth planned in the Core Strategy (which the DMP now seeks to deliver).

### **Are there any gaps in data that may require further research or consultation?**

The draft DMP includes the Council's preferred policies and site allocations. It will be subject to public consultation and testing by an independent planning inspector before it can be adopted by the Council. A further EIA screening (and where necessary full assessment) will be undertaken in advance of plan adoption.

The draft DMP includes criteria to guide decision making on planning applications, including in relation to allocated sites. However at this stage, detailed design proposals are unknown. It will therefore be important that equalities considerations are factored in at the planning application stage.

## **Section Three: Assess The Impact on Equality Target Groups**

*Assess where you think the strategy could have a negative impact on any of the equality target groups i.e. where it could disadvantage them. Also consider where the strategy could have a positive impact or could contribute to promoting equality, equal opportunities or improving relations with equality target groups.*

*Consider the following:*

- *Publicity, including design, distribution and accessible communications issues*
- *Physical access*
- *Location, geography*
- *Poverty, deprivation and social exclusion issues*
- *Employment*

- Safety
- Direct discrimination: does the strategy intentionally exclude a particular equality group? If so, is this exclusion justified? Are the strategy and its outcomes likely to be equally accessed by all (are there barriers that might inhibit access to the service for some people)?

Lack of data may make completing this section difficult, but is not be a reason to halt the process. Please continue to complete this form.

**Completing the table below will predict the likely impact on the target groups. You are not required to complete each box, only those that are relevant. Relevant boxes are those where there is a disproportionate or greater impact either way.**

		Positive Impact	Neutral	Negative Impact	Reason
Age	Older people	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	<p>Proposed policy approach RET3 and RET4 seek to safeguard local shops and services, reducing the need to travel to access these things.</p> <p>Proposed policy approach DES1 requires that new development provides an appropriate environment for future occupants, and creates a safe environment</p> <p>Proposed policy approach DES5 and DES6 seek to ensure that a range of types of housing are provided, including smaller units, and accessible and adaptable units. Policy DES7 provides policy support specifically for older people and those with support needs, aims to protect against the loss of existing care homes and deliver a proportion of new homes that are accessible.</p> <p>Proposed policy approach TAP1 requires adequate off street parking and safe pedestrian routes to be incorporated in new development.</p> <p>The section on infrastructure (and the accompanying infrastructure schedule) outlines how the council will work service providers to ensure appropriate community provision.</p>
	Younger people & children	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	<p>Proposed policy approach DES1 requires that new development creates a safe environment.</p> <p>Proposed policy approach</p>

					OSR2 requires new housing developments to provide children's play space and outdoor sports provision. Proposed policy approach TAP1 requires safe pedestrian and cycle routes to be incorporated in new development. The section on infrastructure (and the accompanying infrastructure schedule) outlines how the council will work with the education authority to ensure appropriate school provision.
<b>Disability</b> <i>Long-term health impairment includes mental health problems, asthma, heart conditions, chronic fatigue etc</i>	Physical	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	DES1 requires that new development provides an appropriate environment for future occupants, and creates a safe environment Proposed policy approach DES7 specifically requires larger housing developments to provide a proportion of new units as accessible and adaptable units. The section on infrastructure (and the accompanying infrastructure schedule) outlines how the council will work service providers to ensure appropriate community and health provision.
	Sensory	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Learning	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Long-term Health Impairment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
<b>Gender</b>	Women	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	No predicted impact
	Men	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
<b>Gender reassignment</b>	Trans-men and -women	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	No predicted impact
<b>Marriage and civil partnership</b>	People who are married or in a civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	No predicted impact
<b>Pregnancy and maternity</b>	Mothers or women who are pregnant	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	Proposed policy approach TAP1 requires adequate off street parking and safe pedestrian routes. The section on infrastructure (and the accompanying infrastructure schedule) outlines how the council will work service providers to ensure appropriate community and health provision.
<b>Race</b> <i>These categories are those used in</i>	Asian	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	No predicted impact
	Black	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	

the 2001 census	Mixed race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	<p>Policy GTT1 identifies sites that the Council is proposing to allocate to meet the needs of gypsies, travellers and travelling showpeople. A comprehensive assessment of site options has been undertaken, and whilst insufficient sites have been found to fully meet identified traveller needs, allocating the sites identified in the draft DMP will assist in resolving issues associated with unauthorised sites and overcrowding and allow family members to stay in the area and will therefore overall have a positive impact.</p> <p>In addition, the Core Strategy includes a criteria-based policy to assess any additional applications for traveller sites.</p> <p>Draft DMP Policy DES7 includes criteria to guide decision making on applications for caravans in support of those wishing to reside in caravans who do not meet the planning or Equalities Act definition of a traveller.</p>
	White	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Chinese	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Other racial or ethnic groups (specify)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
<b>Religion or belief</b> <i>Consider faith groups individually and collectively</i>	Faith groups	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	No predicted impact
<b>Sexual orientation</b>	Heterosexuals, lesbians, gay men and bisexuals	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	No predicted impact

**If you have indicated that there is a potential negative impact on any target group, are these Intentional and/or of a High Impact?**

**Intended?**

i.e. can be justified in terms of legislation  
e.g. concessionary fares older people

Yes  No

**High Impact?** i.e. it is or may be discriminatory against one or more groups

Yes  No

Is the negative impact **NOT INTENDED** and/or of **HIGH IMPACT**?

- If **YES**, a full assessment is required. Please complete the **Equality Impact Assessment Form Part 2: Full Assessment**.
- If **NO**, complete the rest of this form. Do not ignore low impacts- these could help you to develop services in the future.

### Section Four: Improvement Planning

It is important to consider any influence that the strategy is having, or could potentially have, on the individual strands of equality. The strategy should be examined for its effectiveness in:

- Promoting equality
- Eliminating discrimination
- Achieving equality

Could negative impacts be removed or minimised? Could positive impacts be improved and if so, how?

Analysis must be undertaken with the strategic objectives of the Council in mind and the questions should reflect legal requirements, the emerging Local Development Framework and population needs.

**Use the table below to record how you could minimise or remove any low negative impact or improve the positive impact of the strategy.**

Issue	Action
No negative impacts from the draft DMP Regulation. However it will still be important that – as the DMP is developed further – equalities issues continue to be taken into account. Opportunities to increase the equalities benefits of the policies will be considered alongside other evidence and the outcomes of public consultation. In particular the Council should continue to take a positive approach to identifying traveller sites in the borough.	

**If there is no evidence that the strategy promotes equality, equal opportunities or improved relations, could it be adapted so that it does? If so, how?**

N/A
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## Section Five: Monitoring and Reviewing

### What data do you have that monitors the impact of the strategy on protected groups?

National data sets including Indices of Multiple Deprivation (IMD)  
Monitoring Report (annual) and other Council Monitors  
Council's Quality of Life profile

### How is this data used?

National datasets are used to inform the Council's annual Monitoring Report and its Quality of Life Profile. It is also used across Council departments to influence activities such as regeneration initiatives.

The Council's annual Monitoring Report assesses the performance of Local Plan policies against baseline data. It can identify where policies do not appear to be working, or appear to be having an impact different to that anticipated, and thus where policy changes or additional intervention may be required.

The Council's Quality of Life Profile is used to inform the development of the Council's Corporate Plan and the Council's annual Monitoring Report. This can influence the future corporate and planning policy of the authority.

### If there is no data, explain how you intend to continue monitoring the impact of this strategy:

N/A

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