



## Equality Impact Assessment Form (updated April 2011)

- This is where you evidence how a policy or practice, or a decision relating to a policy or practice, complies with the general equality duty to:
- Eliminate unlawful discrimination, harassment and victimisation
  - Advance equality of opportunity
  - Foster good relations

This form is intended to guide and prompt you about the questions and evidence that you need to think about. As indicated in the guidance, this assessment takes into consideration each of the "protected characteristics" listed in the Equality Act 2010 – race, age, gender etc. This assessment should be used to inform any relevant decision about the policy or practice. Please state policy options in the assessment.

<b>Service Area:</b> <b>Regeneration &amp; Regulatory Services</b>	<b>Head of Service:</b> <b>Susan Bolter</b>	<b>Person responsible for the assessment:</b> Alun Lowe		<b>Date of Assessment:</b> January 2013		
<b>Name of the policy/practice to be assessed: Planning Obligations</b>						
<b>1. Briefly describe the purpose of the policy/practice</b>			<ul style="list-style-type: none"> <li>• Secure financial and 'in-kind' contributions towards the provision of infrastructure to mitigate impact of development</li> <li>• Widen and Increase the eligibility of 'Chargeable Development'</li> </ul>		<b>Is this a new, existing or policy/practice under review?</b>	<b>Practice Under Review</b>
<b>If the policy/practice is under review, please list any options under consideration</b>						

<p><b>2. Name any associated policy, legislation, corporate objective etc.</b></p>	<ul style="list-style-type: none"> <li>• Planning Act 1990</li> <li>• Planning Act 2008</li> <li>• Community Infrastructure Levy (CIL) Regulations 2010 (Amendments 2012)</li> <li>• CIL Guidance (December 2012)</li> <li>• Corporate Plan</li> <li>• Unitary Development Plan (UDP) and Local Development Plan (LDP)</li> </ul>
<p><b>3. Who are the main stakeholders in relation to the policy/practice?</b></p>	<ul style="list-style-type: none"> <li>• Cabinet Members</li> <li>• Community Councils</li> <li>• Council Officers</li> <li>• Landowners</li> <li>• Developers</li> <li>• Registered Social Landlords</li> </ul>
<p><b>4. Who performs the service?</b></p>	<ul style="list-style-type: none"> <li>• Planning Contributions Manager</li> </ul>
<p><b>5. What outcomes are wanted from this policy/practice?</b></p>	<ul style="list-style-type: none"> <li>• Ensure all development is sustainable</li> </ul>

<p><b>6. What factors could contribute to/detract from the outcomes (risks/opportunities)?</b></p> <p>Please list the factors for each separate policy/process option under consideration</p>	<p><b>Risks:</b></p> <ul style="list-style-type: none"> <li>• Lack of resources and competing priorities;</li> <li>• Economic climate;</li> <li>• Lack of funding;</li> <li>• Changes in political priorities;</li> <li>• Lack of engagement by third parties and landowners/developers</li> </ul> <p><b>Opportunities:</b></p> <ul style="list-style-type: none"> <li>• Cross departmental working;</li> <li>• Joined-up thinking both locally and regionally;</li> <li>• More efficient and effective use of resources and funding</li> <li>• Developers contribute towards the infrastructure costs caused by new development</li> </ul>
<p><b>7. Describe the steps you have taken to carry out this assessment e.g. consultation and involvement</b></p>	<ul style="list-style-type: none"> <li>• Peer Review meeting with 'lead' officers from relevant service departments within the Council i.e. Property Services; Education; Leisure; Legal etc</li> <li>• Reflected upon the overarching strategies of the UDP &amp; LDP</li> </ul>
<p><b>8. Give a summary of the information the council has taken into account for this assessment</b></p>	<ul style="list-style-type: none"> <li>• Specialist knowledge of officers;</li> <li>• Information from key strategic documents;</li> <li>• Specialist knowledge of the SEW/SPG - Community Infrastructure Levy Working Group</li> <li>• Review of S106 agreements over recent years</li> </ul>

**9. Does the policy/practice eliminate discrimination and promote equality and good community relations due to:**

- Age
- Gender
- Disability
- Race
- Religion/belief
- Welsh language
- Gender reassignment
- Marriage/civil partnership
- Sexual orientation

**Age:**

Whilst planning obligations aim to meet the needs of all members of the community, there is also specific provision/funding for schools/education and play provision for children. There is also some affordable housing provision for older people and Over 55's accommodation.

**Gender:**

No impact expected – planning obligations aim to serve all members of the community. There is no evidence that the service has a differential impact on males or females

**Disability:**

Planning obligations can have a beneficial on disabled people. For example, all affordable housing dwellings are DQR and Lifetime Homes compliant. In addition, Specialist units are also provided, according to identified need. Public transport improvements also benefit disabled people

**Race:**

No impact expected – planning obligations aim to serve all members of the community. All documents are published in English, unless a Welsh translation is specifically specified

**Religion/Belief:**

Planning obligations serve all mainstream schools, as well as Welsh Medium and Roman Catholic schools

**Welsh Language:**

The Council's website allows free automated translation services enabling the website to be viewed in Welsh. However, all documents are published in English, unless a Welsh translation is specifically specified

**Gender Reassignment/ Marriage/Civil Partnership/ Sexual Orientation:**

Planning obligations aim to serve all members of the community and there is no evidence that the service has a differential impact on these groups

**10. Summary of the impact of the policy/practice on the general equality duty**

**Age:** Any impact can be catered for by existing work practices

**Gender:** No impact

**Disability:** Planning obligations have a positive impact on disability with policies in place to take these matters into account

**Race:** Council documentation and forms are either in English or Welsh, with no documentation available in languages of ethnic minority groups. The planning process is very dependent on the written method of communication, which may impact unfairly upon groups that are unable to read or write in English or are illiterate. There is, therefore, the potential for certain ethnic groups to suffer language barrier issues.

**Religion/Belief:** Any impact can be catered for by existing work practices

**Welsh Language:** Access to council documents is not always available in Welsh

**Gender Reassignment/Marriage-Civil Partnership/Sexual Orientation:** No impact



Equality Action Plan –	Actions (with dates) Any associated performance measures	Lead Officer(s)
Key Actions	Further actions to eliminate discrimination, promote equality and good community relations on the grounds of:-	
<p><b>Age:</b> Continue existing working practices</p> <p><b>Gender:</b> Non applicable</p> <p><b>Disability:</b> Continue existing working practices</p> <p><b>Race:</b> Monitor requests for alternative language versions of correspondence, guidance notes and documents.</p> <p><b>Religion/Belief:</b> Continue existing working practices</p> <p><b>Welsh Language:</b> Monitor requests for alternative language versions of correspondence, guidance notes and documents</p> <p><b>Gender reassignment:</b> None applicable</p> <p><b>Marriage/Civil Partnership:</b> None applicable</p> <p><b>Sexual Orientation:</b> None applicable</p>	<p>Ongoing from January 2013 and provide report as part of annual review</p> <p>Ongoing from January 2013 and provide report as part of annual review</p> <p>Ongoing from January 2013 and provide report as part of annual review</p> <p>Ongoing from January 2013 and provide report as part of annual review</p> <p>Ongoing from January 2013 and provide report as part of annual review</p>	<p>Planning Contributions Manager</p>
<p>If there are decisions pending that will affect this policy/practice please state when and how the decision will be taken</p>	<p>Adoption of the Community Infrastructure Levy (expected April 2014) by Full Cabinet</p>	<p>Planning Contributions Manager</p>
<p>How will the policy/practice be:</p> <ul style="list-style-type: none"> <li>• Monitored</li> <li>• Performance assessed</li> <li>• reported</li> </ul>	<ul style="list-style-type: none"> <li>• A statutory Annual Monitoring &amp; Review Report;</li> <li>• Quarterly Finance Meetings;</li> <li>• Capital Bid Finance Programme</li> </ul>	<p>Planning Contributions Manager</p>

Does the EIA need to be revisited in 6 months/a year?	Every 2 years	Planning Contributions Manager
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Signed (lead officer) MBayer

Signed (Head of Service) [Signature]

Date 31/1/13

