

## Equality Impact Assessment: *Greater Exeter Strategic Plan: Draft Policies and Site Options Consultation*

The Equality Act 2010 includes a general duty which requires public authorities, in the exercise of their functions, to have due regard to the need to:

- **Eliminate discrimination**, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- **Advance equality of opportunity** between people who share a relevant protected characteristic and people who do not share it.
- **Foster good relations** between people who share a relevant protected characteristic and those who do not

In order to comply with the general duty authorities must assess the impact on equality of decisions, policies and practices. These duties do not prevent the authority from reducing services where necessary, but they offer a way of developing proposals that consider the impacts on all members of the community.

Authorities which fail to carry out equality impact assessments risk making poor and unfair decisions which may discriminate against particular groups and worsen inequality.

<b>Committee name and date:</b>	<b>Report Title</b>	<b>Decisions being recommended:</b>	<b>People with protected characteristics potentially impacted by the decisions to be made:</b>
Executive 7 July 2020	Greater Exeter Strategic Plan: Draft Policies and Site Options Consultation	A: The GESP Draft Policies and Site Options consultation document attached at Appendix A is approved for public consultation;  B: The GESP Draft Policies and Site Options Sustainability	Potentially, people within the following protected characteristics:  <ul style="list-style-type: none"> <li>• Race and Ethnicity</li> <li>• Disability</li> <li>• Sex and Gender</li> </ul>

		<p>Appraisal Report attached at Appendix B is approved for public consultation;</p> <p>C: The Initial Habitat Regulations Assessment Report attached at Appendix C is approved for public consultation;</p> <p>D: The content and conclusion of the GESP Equality Impact Assessment Screening Report attached at Appendix E are noted;</p> <p>E: Delegated authority is given to the Leader, in consultation with the Portfolio Holder and Chief Executive, to agree changes to the above documents arising from decisions by the other GESP authorities before they are published for consultation;</p> <p>F: A 'call for sites' process, to be held alongside the consultation on the GESP Draft Policies and Site Options document, is approved;</p> <p>G: The content of the consultation statement for the 2017 Greater Exeter Strategic Plan Issues consultation attached at Appendix D is noted;</p>	<ul style="list-style-type: none"> <li>• Age</li> </ul> <p>See table below for further details.</p>
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		H: The GESP team is brought up to 8 full time equivalent members of staff and all Local Planning Authority staff resources are provided equitably to the team through equalisation arrangements	
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**Factors to consider in the assessment:** For each of the groups below, an assessment has been made on whether the proposed decision will have a **positive, negative or neutral impact**. This must be noted in the table below alongside brief details of why this conclusion has been reached and notes of any mitigation proposed. Where the impact is negative, a **high, medium or low assessment** is given. The assessment rates the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

**High impact** – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

**Medium impact** – some potential impact exists, some mitigating measures are in place, poor evidence

**Low impact** – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
<b>Race and ethnicity</b> (including Gypsies and Travellers; migrant workers; asylum seekers).	<b>Positive</b>		In connection with recommendation A, whilst the majority of the draft policies in the GESP consultation document will have a neutral impact in terms of race issues, a draft policy is included for the provision of sufficient pitches/plots to accommodate the needs of gypsies and travellers over the plan period.  In connection with recommendations B to H, the equalities impacts are considered to be neutral.
<b>Disability:</b> as defined by the Equality Act – a person has a disability if they have a physical or mental impairment	<b>Positive / Neutral</b>		In connection with recommendation A, the draft policies in the GESP consultation have the potential to provide a positive impact for disabled groups, e.g. the policy requiring accessible and adaptable homes

<p>that has a substantial and long-term adverse impact on their ability to carry out normal day-to-day activities.</p>			<p>including a proportion that are wheelchair adaptable or accessible. The draft transport and connectivity policies also have the potential to provide a positive impact for people with accessibility issues.</p> <p>The majority of the GESP consultation document will have a neutral impact on mental health issues. The aim of the emerging GESP is to provide healthy lives in great places with access to high quality green spaces. Therefore, the impact of the GESP with regard to equal opportunities for people with mental health disabilities is likely to be negligible.</p> <p>In connection with recommendations B to H, the equalities impacts are considered to be neutral.</p>
<p><b>Sex/Gender</b></p>	<p><b>Positive</b></p>		<p>In connection with recommendation A, some draft policies in the GESP consultation document, including those on transport/connectivity and work skills, provide potential positive impacts for women. Also, where other equality groups have been identified as benefiting from positive impacts, these have the potential to positively impact on women (e.g. being more common than men in having primary care responsibilities for disabled or elderly relatives as well as children).</p> <p>In connection with recommendations B to H, the equalities impacts are considered to be neutral.</p>
<p><b>Gender reassignment</b></p>	<p><b>Neutral</b></p>		<p>In connection with recommendation A, there is no clear or direct impact on equal opportunities of the GESP consultation document for people proposing to undergo, undergoing, or that have undergone gender reassignment.</p> <p>In connection with recommendations B to H, the equalities impacts are considered to be neutral.</p>
<p><b>Religion and belief</b> (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).</p>	<p><b>Neutral</b></p>		<p>In connection with recommendation A, there is no clear or direct impact on equal opportunities of the GESP consultation document for different religious/faith/belief groups from the emerging plan.</p> <p>In connection with recommendations B to H, the equalities impacts are</p>

			considered to be neutral.
<b>Sexual orientation</b> (including heterosexual, lesbian, gay, bisexual).	<b>Neutral</b>		<p>In connection with recommendation A, there is no clear or direct impact on equal opportunities of the GESP consultation document for different sexual orientation groups.</p> <p>In connection with recommendations B to H, the equalities impacts are considered to be neutral.</p>
<b>Age</b> (children and young people aged 0-24; adults aged 25-50; younger older people aged 51-75/80; older people 81+; frail older people; people living with age related conditions. The age categories are for illustration only as overriding consideration should be given to needs).	<b>Positive</b>		<p>In connection with recommendation A, the draft vision and some of the draft policies in the GESP consultation document that relate to the themes of low carbon, prosperity, homes, movement and communication, and quality places and infrastructure, have the potential to provide a positive impact for people of all ages.</p> <p>The Homes chapter of the GESP consultation document particularly has regard to housing types and tenures to ensure suitability for all age ranges.</p> <p>In connection with recommendations B to H, the equalities impacts are considered to be neutral.</p>
<b>Pregnancy and maternity</b> including new and breast feeding mothers	<b>Neutral</b>		<p>In connection with recommendation A, there is no clear or direct impact on equal opportunities of the GESP consultation document for pregnant women/women on maternity leave.</p> <p>In connection with recommendations B to H, the equalities impacts are considered to be neutral.</p>
<b>Marriage and civil partnership status</b>	<b>Neutral</b>		<p>In connection with recommendation A, there is no clear or direct impact on equal opportunities of the GESP consultation document for people who are married or within a civil partnership.</p> <p>In connection with recommendations B to H, the equalities impacts are considered to be neutral.</p>
<b><u>Actions identified that will mitigate any negative impacts and/or promote inclusion</u></b>			

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**Officer:** Katharine Smith  
**Date:** 8 June 2020