

Equality Impact Assessment: New Statement of Community Involvement, 2022

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.

Committee name and date:	Report title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
Executive 31 May 2022	New Statement of Community Involvement; Proposed adoption	<p>That Executive:</p> <ol style="list-style-type: none"> 1. Grants delegated authority to the Director of City Development, in consultation with the Portfolio Holder for City Development, to make minor editorial changes to the final SCI document before it is discussed by Council; and 2. Recommends the final SCI (attached as Appendix B), and any minor changes as per recommendation 1, for adoption by Council. 	Potentially all people with protected characteristics. The range of consultation methods set out in the SCI seeks to ensure (as far as possible, taking cost and resource constraints into account) that all members of the community are able to be involved with planning decisions.

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**. 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, neutral or negative impact	High, medium or low impact	Reason
<p>Race and ethnicity (including Gypsies and Travellers; migrant workers; asylum seekers).</p>	<p>Negative.</p>	<p>Low. The new SCI focuses on the use of further digital communication. The potential for a negative impact rated against the current situation is low as the policy approach has not changed significantly and any adverse impact can be addressed through the use of other face to face consultation methods which are still available.</p>	<p>The previous experience of some groups (gypsies and travellers, asylum seekers and others) is may mean they could feel marginalised and excluded from the planning process; these groups do not tend to respond well to digital approaches and therefore the move towards more digital consultation may result in them being further excluded. This needs to be given specific consideration in undertaking consultation going forward, particularly depending on the issue being considered and location of impact.</p>
<p>Disability: as defined by the Equality Act – a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse impact on their ability to carry out normal day-to-day activities.</p>	<p>Positive</p>	<p>Low. The new SCI focuses on the use of further digital communication. The potential for positive impact rated against the current situation is low as the policy approach has not changed significantly and most consultation is already available in digital forms.</p>	<p>For those with mobility issues the impact of a move to more digital consultation is likely to be positive. For those with sensory impairments the impact is also likely to be positive (as long as individuals are able to use the technology).</p> <p>However, there are those with cognitive impairments or other hidden conditions who are</p>

Protected characteristic/ area of interest	Positive, neutral or negative impact	High, medium or low impact	Reason
	Negative	Low. The new SCI focuses on the use of further digital communication. The potential for negative impact rated against the current situation is low as the policy approach has not changed significantly and any adverse impact can be addressed through the use of other face to face consultation methods which are still available.	unlikely to respond well to digital approaches and therefore this needs to be given specific consideration in undertaking consultation.
Sex/Gender	Neutral.		There is no evidence to suggest that the revisions to the SCI would have a potential impact on this characteristic.
Gender reassignment	Neutral.		There is no evidence to suggest that the revisions to the SCI would have a potential impact on this characteristic.
Religion and belief (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).	Neutral		There is no evidence to suggest that the revisions to the SCI would have a potential impact on this characteristic.
Sexual orientation (including heterosexual, lesbian, gay, bisexual).	Neutral.		There is no evidence to suggest that the revisions to the SCI would have a potential impact on this characteristic.

Protected characteristic/ area of interest	Positive, neutral or negative impact	High, medium or low impact	Reason
Age (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).	Positive	<p>Low. The new SCI focuses on the use of further digital communication. The potential for positive impact rated against the current situation is low as the policy approach has not changed significantly and most consultation is already available in digital forms.</p>	<p>For younger people and those of working ages (who cannot readily attend consultation events) the impact of a move to more digital consultation is likely to be positive.</p>
	Negative	<p>Low. The new SCI focuses on the use of further digital communication. The potential for negative impact rated against the current situation is low as the policy approach has not changed significantly and any adverse impact can be addressed through the use of other face to face consultation methods which are still available.</p>	<p>However, some, particularly those within the older age groups (as well as those in social economic deprivation), may feel digitally excluded either because they don't have access to technology and/or they don't know how to use it. This needs to be given specific consideration in undertaking consultation.</p>
Pregnancy and maternity including new and breast feeding mothers	Neutral.		<p>There is no evidence to suggest that the revisions to the SCI would have a potential impact on this characteristic.</p>
Marriage and civil partnership status	Neutral.		<p>There is no evidence to suggest that the revisions to the SCI would have a potential impact on this characteristic.</p>

Actions identified that will mitigate any negative impacts and/or promote inclusion

Give specific consideration be given to engagement methods used for subsequent consultations to strike a balance between digital and in-person consultation methods.

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