

## Equality Impact Assessment:

### New Local Plan: Issues Consultation Summary Report

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. 08.02.2022	Exeter Local Plan: Issues consultation summary report	1. That the Executive notes the content of the 'New Local Plan Issues Consultation Summary Report' as a document which will be used to inform the preparation of the emerging new Local Plan.	None specifically.

**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, negative or neutral impact	High, Medium or Low Impact	Reason
<b>Race and ethnicity</b> (including Gypsies and Travellers; migrant workers; asylum seekers).	Neutral	Low impact	The recommendation is to note the New Local Plan Issues Consultation Summary Report. It makes no reference to taking any particular policy positions. On this basis, the recommendation will have a neutral impact on groups with protected characteristics.  The Council's responsibilities under the Act will be revisited through ongoing planning policy preparation.
<b>Disability:</b> 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.	Neutral	Low impact	The recommendation is to note the New Local Plan Issues Consultation Summary Report. It makes no reference to taking any particular policy positions. On this basis, the recommendation will have a neutral impact on groups with protected characteristics.  The Council's responsibilities under the Act will be revisited through ongoing planning policy preparation.
<b>Sex/Gender</b>	Neutral	Low impact	The recommendation is to note the New Local Plan Issues Consultation Summary Report. It makes no reference to taking any particular policy positions. On this basis, the recommendation will have a neutral impact on groups with protected characteristics.

Protected characteristic/ area of interest	Positive, negative or neutral impact	High, Medium or Low Impact	Reason
			The Council's responsibilities under the Act will be revisited through ongoing planning policy preparation.
<b>Gender reassignment</b>	Neutral	Low impact	<p>The recommendation is to note the New Local Plan Issues Consultation Summary Report. It makes no reference to taking any particular policy positions. On this basis, the recommendation will have a neutral impact on groups with protected characteristics.</p> <p>The Council's responsibilities under the Act will be revisited through ongoing planning policy preparation.</p>
<b>Religion and belief</b> (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).	Neutral	Low impact	<p>The recommendation is to note the New Local Plan Issues Consultation Summary Report. It makes no reference to taking any particular policy positions. On this basis, the recommendation will have a neutral impact on groups with protected characteristics.</p> <p>The Council's responsibilities under the Act will be revisited through ongoing planning policy preparation.</p>
<b>Sexual orientation</b> (including heterosexual, lesbian, gay, bisexual).	Neutral	Low impact	<p>The recommendation is to note the New Local Plan Issues Consultation Summary Report. It makes no reference to taking any particular policy positions. On this basis, the recommendation will have a neutral impact on groups with protected characteristics.</p> <p>The Council's responsibilities under the Act will be revisited through ongoing planning policy preparation.</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).	Neutral	Low impact	<p>The recommendation is to note the New Local Plan Issues Consultation Summary Report. It makes no reference to taking any particular policy positions. On this basis, the recommendation will have a neutral impact on groups with protected characteristics.</p> <p>The Council's responsibilities under the Act will be revisited through ongoing planning policy preparation.</p>

Protected characteristic/ area of interest	Positive, negative or neutral impact	High, Medium or Low Impact	Reason
<b>Pregnancy and maternity</b> including new and breast feeding mothers	Neutral	Low impact	<p>The recommendation is to note the New Local Plan Issues Consultation Summary Report. It makes no reference to taking any particular policy positions. On this basis, the recommendation will have a neutral impact on groups with protected characteristics.</p> <p>The Council's responsibilities under the Act will be revisited through ongoing planning policy preparation.</p>
<b>Marriage and civil partnership status</b>	Neutral	Low impact	<p>The recommendation is to note the New Local Plan Issues Consultation Summary Report. It makes no reference to taking any particular policy positions. On this basis, the recommendation will have a neutral impact on groups with protected characteristics.</p> <p>The Council's responsibilities under the Act will be revisited through ongoing planning policy preparation.</p>

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

Work on the Local Plan will help to address issues of inclusivity.

**Officer:** George Marshall

**Date:** 07.01.2022