

## **Equality Impact Assessment: Community Infrastructure Levy: Partial Review 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. 29.11.2022	Community Infrastructure Levy: Partial Review consultation	<p>That the Executive approves the Draft Charging Schedule (Appendix A) and supporting evidence (Appendix B and Appendix C) as the basis for public consultation for six weeks commencing in December 2022;</p> <p>That the Executive gives delegated authority to the Director of City Development, in consultation with the Council Leader, to agree minor changes to the Draft Charging Schedule (Appendix A) before it is published for consultation;</p> <p>That the Executive approves the submission of the Draft Charging Schedule (Appendix A), supporting evidence (Appendix B and Appendix C), consultation responses and other information as may be required, to enable an independent examination on the Draft Charging Schedule to take</p>	None specifically.

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
		<p>place, subject to there being no revisions to the proposed CIL charges following consultation; and</p> <p>That if further revisions to the CIL charges are proposed following consultation, an updated draft will be brought to Executive in advance of submission for examination.</p>	

**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 is 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).	Neutral	N/A	The recommendation to consult on the partial review of the CIL Charing Schedule will have a neutral impact on groups with protected characteristics. This is a technical consultation to meet legislative requirements and significantly focuses on development viability evidence. The consultation will meet the requirements of the consultation charter.
<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	N/A	The recommendation to consult on the partial review of the CIL Charing Schedule will have a neutral impact on groups with protected characteristics. This is a technical consultation to meet legislative requirements and significantly focuses on development viability evidence. The consultation will meet the requirements of the consultation charter.
<b>Sex/Gender</b>	Neutral	N/A	The recommendation to consult on the partial review of the CIL Charing Schedule will have a neutral impact on groups with protected characteristics. This is a technical consultation to meet legislative requirements and significantly focuses on development viability evidence. The consultation will meet the requirements of the consultation charter.
<b>Gender reassignment</b>	Neutral	N/A	The recommendation to consult on the partial review of the CIL Charing Schedule will have a neutral impact on groups with protected characteristics. This is a technical consultation to meet legislative requirements and significantly focuses on development viability evidence. The consultation will meet the requirements of the consultation charter.
<b>Religion and belief</b> (includes no belief, some philosophical beliefs such	Neutral	N/A	The recommendation to consult on the partial review of the CIL Charing Schedule will have a neutral impact on groups with protected characteristics. This is a technical consultation to meet legislative

<b>Protected characteristic/ area of interest</b>	<b>Positive or Negative Impact</b>	<b>High, Medium or Low Impact</b>	<b>Reason</b>
as Buddhism and sects within religions).			requirements and significantly focuses on development viability evidence. The consultation will meet the requirements of the consultation charter.
<b>Sexual orientation</b> (including heterosexual, lesbian, gay, bisexual).	Neutral	N/A	The recommendation to consult on the partial review of the CIL Charing Schedule will have a neutral impact on groups with protected characteristics. This is a technical consultation to meet legislative requirements and significantly focuses on development viability evidence. The consultation will meet the requirements of the consultation charter.
<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	N/A	The recommendation to consult on the partial review of the CIL Charing Schedule will have a neutral impact on groups with protected characteristics. This is a technical consultation to meet legislative requirements and significantly focuses on development viability evidence. The consultation will meet the requirements of the consultation charter.
<b>Pregnancy and maternity</b> including new and breast feeding mothers	Neutral	N/A	The recommendation to consult on the partial review of the CIL Charing Schedule will have a neutral impact on groups with protected characteristics. This is a technical consultation to meet legislative requirements and significantly focuses on development viability evidence. The consultation will meet the requirements of the consultation charter.
<b>Marriage and civil partnership status</b>	Neutral	N/A	The recommendation to consult on the partial review of the CIL Charing Schedule will have a neutral impact on groups with protected characteristics. This is a technical consultation to meet legislative requirements and significantly focuses on development viability

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
			evidence. The consultation will meet the requirements of the consultation charter.

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

N/A

**Officer:** George Marshall: Assistant Service Lead: Local Plans

**Date:** 3 November 2022