

Equality Impact Assessment

This document should be completed at the start of policy development or at the early stages of a review. This will ensure equality considerations are taken into account before a decision is made and policies can be altered if required.

SECTION 1 - Policy Profile

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1	Name/description of the policy, plan, strategy or programme	Inverclyde Local Development Plan: Proposed Plan
2	Responsible organisations/Lead Service	Planning Policy
3	Lead Officer	Stuart Jamieson
4	Partners/other services involved in the development of this policy	N/a
5	Is this policy:	New □ Reviewed/Revised X
6	What is the purpose of the policy (include any new legislation which prompted the policy or changes to the policy)?	The Local Development Plan sets out the Council's strategy, policies and proposals for the use of land and buildings within Inverclyde, and, together with the Glasgow and the Clyde Valley Strategic Development Plan (Clydeplan), is the document the Council uses to determine planning applications and to provide advice on development proposals.
7	What are the intended outcomes of the policy?	The overall aim of this Plan is to contribute towards Inverclyde being an attractive and inclusive place to live, work, study, visit and invest, now and in the future, particularly through encouraging investment and new development, which is sustainably designed and located and contributes to the creation of successful places.
8	Geographical area (Inverclyde wide or a specific location)	Inverclyde wide
9	Is the policy likely to have an impact on any of the elements of the Council equality duty (if yes, please tick as appropriate)?	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
		Advance equality of opportunity between people from



		council
		different groups
		□ Foster good relations between people from different groups
1	0 Will those who may be directly or indirectly affected by this policy be involved in its development?	There will be public consultation on the Proposed Plan



SECTION 2 – Impact on Protected Characteristics

Which of the protected characteristics will the policy have an impact upon? (see guidance for examples of key considerations under each characteristic)

Impact						
Protected Characteristic	Pos High	i tive Low	Neutral	Neg a High	ative Low	Reason/Comments
Age			x			The Plan will apply equally to all groups.
Disability			x			The Plan will apply equally to all groups.
Gender Reassignment			x			The Plan will apply equally to all groups.
Pregnancy and maternity			x			The Plan will apply equally to all groups.
Race			x			The Plan will apply equally to all groups.
Religion or Belief			x			The Plan will apply equally to all groups.
Sex (Male or Female)			x			The Plan will apply equally to all groups.
Sexual Orientation			x			The Plan will apply equally to all groups.
Other groups to consider (please give details)			x			The Plan will apply equally to all groups.



SECTION 3 – Evidence

What evidence do you have to help identify any potential impacts of the policy? (Evidence could include: consultations, surveys, focus groups, interviews, projects, user feedback, complaints, officer knowledge and experience, equalities monitoring data, publications, research, reports, local, national groups.)

Evidence	Details
Consultation/Engagement (including any carried out while developing the policy)	Consultation on the Plan process has already been undertaken at the Main Issues Report stage, when an Equalities Impact Assessment was also published. No equalities issues were raised during the Main issues Report consultation.
Research	N/a
Officer's knowledge and experience (including feedback from frontline staff).	N/a
Equalities monitoring data.	N/a
User feedback (including complaints)	N/a
Stakeholders	
Other	N/a
What information gaps are there?	None



SECTION 4 – CONSEQUENCES OF ANALYSIS

What steps will you take in response to the findings of your analysis? Please select at least one of the following and give a brief explanation.						
1. Continue development with no changes	x	There is no evidence of potential for discrimination as the plan will apply equally to all groups and the proposed plan consults the public.				
2. Continue development with minor alterations						
3. Continue development with major changes						
4. Discontinue development and consider alternatives (where relevant)						
How will the actual effect of the policy	be moni	tored following implementation?				
Through the monitoring for the Local Development Plan, i.e. the monitoring statement and action programme.						
When is the policy due to be implement	nted?					
2019						
When will the policy be reviewed?						
2024						
What resources are available for the implementation of this policy? Have these resources changed?						



Name of Individual(s) who completed the Assessment							
Name(s):	Fiona Milne						
Position:	Planner						
Date:	23/2/2018						
Authorised by	y						
Name:	Alan Williamson						
Position:	Planning Policy Team Leader						
Date:	23/2/2018						

Please send a copy of all completed forms to Karen Barclay, Equalities Officer at karen.barclay@inverclyde.gov.uk

