



**North Ayrshire Council
Equality Impact Assessment Form**

Equality Impact Assessment

This form will assist in carrying out an equality impact assessment of new, revised and existing policies and practices. Guidance on how to complete assessments is given in the Council's **Equality Impact Assessment Toolkit**. The form is mandatory and must be published on the Council website once the policy or practice has been approved.

Section 1 - Details

1.1. **Service** **Section**

1.2. **Name of Policy or Practice being assessed:**

Is it new Existing

1.3. **List of participants in Equality Impact Assessment**

1.4. **Manager responsible for impact assessment**

Name:

Designation:

1.5. **Timetable**

Date assessment started: (dd/mm/yyyy)

Completion date: (dd/mm/yyyy)

Section 2 – Aim and Relevance

2.1. **What is the purpose of the policy or practice?**

2.2. **What are the anticipated notable outcomes (positive and negative)?**





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directed is determined as having most impact on characteristic groups that rely on good accessibility to services to enjoy equality of opportunity. Therefore it is natural that age and disability groups are often identified as being particularly impacted by the LDP. Given the intent of the LDP is to increase, improve accessibility and direct services, amenities and employment opportunities to accessible places, the impacts are generally noted as being positive. Pregnancy and maternity groups were also identified as being positively affected by the LDP for similar reasons – accessibility. For housing, the policies seek to deliver choice and variety in housing stock to meet the needs of North Ayrshire residents, so a positive impact was identified for some groups.

The placemaking, vision, access, and town centre policies were seen as positively affecting all groups given their strategic nature and intent to create equality of opportunity.

The industry policies had positive impacts for gender groups, recognising that supporting ancillary services (e.g. nurseries) at work locations can support working parents; and this can be a gender equality issue that can penalise females.

The only potentially negative impact identified was the accessibility to listed buildings. It was not determined necessary to mitigate this, because the policy, in principle, doesn't limit accessibility; rather the detail of an individual building could. It is considered this is unlikely, and that the planning application process can mitigate those impacts, and balance the issue against government policy and legislation.

Themes other than the characteristic groups were considered throughout. Commonly rurality is impacted by the LDP, generally in a positive way. The island proofing of policies has ensured that rurality does not create equality in island communities, through the LDP.





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2.3. Who is affected by the policy or practice as an internal or external service user?

All North Ayrshire residents as well as those working in, or visiting the area.

2.4. Please indicate the equality groups likely to be affected by the policy:

All.

2.5 Which aspects of the policy eliminate unlawful discrimination, harassment and victimisation?

None. The LDP is a land-based document, these themes do not/have not emerged as being able to be influenced by the LDP.

2.6 Which aspects of the policy advance equality of opportunity between people which share a relevant protected characteristic and those who do not?

The LDP particularly is shown to create equality of opportunity in relation to promoting access to amenities and services so that all characteristic groups can enjoy equal access to employment, amenities, services etc.; and that development is directed to sustainable locations, thereby also promoting equality.

2.7 Which aspects of the policy foster good relations between people who share a protected characteristic and those who do not?

The LDP is land-based not, people based document, and therefore there is no identified direct impact. However, the intent to create successful places is inherently seeking to create places that can be accessed, enjoyed and shared by all people.

2.8 Have any cross cutting impacts been identified from other Council Services or Partner Agencies (multiple discrimination or accumulated effects of multiple proposals on a protected characteristic)?

Isolation can be cross-cutting and has been identified by the Local Outcome Improvement Plan, by cross-cutting disabled and age groups – and potentially other, such as social deprivation. Where the LDP affects these themes, impacts are positive.





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2.9 If Crosscutting issues identified with other Services, what discussion/interaction has taken place to mitigate any potential negative impacts of accumulated proposals?

Joint working with the housing service on the Local Housing Strategy and Strategic Investment Programme has been taken account of in this assessment, and in the content of the LDP, therefore providing support for meeting variable needs housing.

Section 3 – Collecting Information

3.1. What evidence is available about the needs of relevant groups?

Source of Evidence

Demographic data, including Census

- NRS Population Projections
- 2011 national census
- SIMD

Research

- LDP2 Monitoring Report
- North Star Housing Needs and Demands Assessment
- North Star Housing Market Analysis for Arran
- Housing Land audit
- Employment land audit
- Town centre audit
- A range of research and data was created to profile communities within locality areas. This information was referred to in making judgements as part of the assessment of the EqlA. These are available on the NAC Community Planning website.

Consultation & survey reports

- Disability Focus Group Report
- Gender equality focus group report
- MIR consultation
- Various Locality Planning Partnership consultation exercise
- Continuous engagement across Council services and with government/public agencies
- MIR consultation responses (written subs, SurveyMonkey)
- Place standard feedback from locality areas and for specific potential development locations.
- People’s Panel Reports





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Equality Monitoring Data

- Disability Focus Group Report
- Gender equality focus group report

Inspection & audit reports

North Ayrshire Community Planning Partnership Draft Audit Report 2012

Service user feedback & complaints

A main issues report consultation was undertaken during early 2017, with responses recorded. Engagement with community representatives has been carried out through LDP preparation (since summer 2017), including use of Place Standard to assess impact of potential development sites. All feedback has been considered in undertaking equalities assessment of policies.

Ombudsman reports & case law

None known.

Officer knowledge & experience

Officers are experienced in development of policy/strategy for development and in issues faced through implementation of development. This, together with evidence sources listed, and consultations, has informed assessment of policies.

3.2. Are there any gaps in evidence?

None identified.

Section 4 – Impacts

4.1. Could the proposed policy or practice have an impact on any of the following protected characteristics? (Positive or negative)

Protected Characteristic
Age
(Older people, children and young people)

Yes **No**

Please explain

See attached assessment framework with recommendation.





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Disability (Physical and Learning)	x <input type="checkbox"/>	<input type="checkbox"/>	See attached assessment framework with recommendation.
Gender reassignment (Where a person is living as the opposite gender to their birth)	x <input type="checkbox"/>	<input type="checkbox"/>	See attached assessment framework with recommendation.
Pregnancy and Maternity	x <input type="checkbox"/>	<input type="checkbox"/>	See attached assessment framework with recommendation.
Race, ethnicity, colour, nationality or national origins (including gypsy/travellers, refugees and asylum seekers)	x <input type="checkbox"/>	<input type="checkbox"/>	See attached assessment framework with recommendation.
Religion or belief	x <input type="checkbox"/>	<input type="checkbox"/>	See attached assessment framework with recommendation.
Sex (Women and Men)	x <input type="checkbox"/>	<input type="checkbox"/>	See attached assessment framework with recommendation.
Sexual Orientation (Lesbian, gay and bisexual people)	x <input type="checkbox"/>	<input type="checkbox"/>	See attached assessment framework with recommendation.
Other (Poverty, homelessness, ex offenders, isolated rural communities, carers, part-time workers, or people in a marriage/civil partnership)	x <input type="checkbox"/>	<input type="checkbox"/>	See attached assessment framework with recommendation.

Section 5 – Assessment

5.1. Is there any evidence that the policy:

- may result in less favourable treatment for particular groups?
- may give rise to direct or indirect discrimination?
- may give rise to unlawful harassment or victimisation?

Yes

No x

No evidence

If yes, give details





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NA

5.2. If you have identified a negative impact, how will you modify this?

The only potentially negative impact identified was the accessibility to listed buildings. It was not determined necessary to mitigate this, because the policy, in principle, doesn't limit accessibility; rather the detail of an individual building could. It is considered this is unlikely, and that the planning application process can mitigate those impacts, and balance the issue against government policy and legislation.

5.3. Is the policy or practice intended to promote equality by permitting positive action or action to remove or minimise disadvantage?

Yes No

If yes, please give details

NA

Section 6 – Consultation & Recommendations

6.1. Describe the consultation undertaken with equality groups, including details of the groups involved and the methods used.

Widespread consultation on the Main Issues Report (a consultation document to inform the content of the LDP) was undertaken in line with statutory requirements during early 2018. This involved publishing the LDP, advertising online (incl Twitter), in press, and placing copies in all libraries and some council offices. A roadshow took place, where officers visited communities (in public locations). Officers also visited locality planning partnership events on a number of occasions to allow community representatives to feed back on the LDP progression. A Place Standard exercise was undertaken to obtain feedback on community views on potential development sites. These events were either open to public in accessible locations, or widely advertised as such; or with community planning process, which is structured to be representative of communities. Publication of documents contained statements on covers that indicated they could be made in formats to support individuals requiring bespoke arrangements to access/use the documents. Presentation to the Community Planning Board was also held which included senior representatives from community actors (such as NHS).

Section 7 – Outcome of Assessment

7.1. Please detail the outcome of the assessment:

No major alterations to policy assessed, EIA shows policy is robust	x
Adjust the policy to remove barriers or better promote equality	<input type="checkbox"/>
Continue the policy – there are justifications to continue the policy despite potential for adverse impact	<input type="checkbox"/>





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Stop and remove the policy as there is actual or potential; unlawful discrimination

7.2. Please detail recommendations, including any action required to address negative impacts identified

The only potentially negative impact identified was the accessibility to listed buildings. It was not determined necessary to mitigate this, because the policy, in principle, doesn't limit accessibility; rather the detail of an individual building could. It is considered this is unlikely, and that the planning application process can mitigate those impacts, and balance the issue against government policy and legislation.

7.3. Is a more detailed impact assessment needed?

No.

Section 8 – Monitoring

8.1. Describe how you will monitor the impact of this policy e.g. performance indicators used, other monitoring arrangements, who will monitor progress, criteria used to measure if outcomes are achieved.

Annual monitoring of the LDP will take place through audits of town centres, housing and employment land designations. An action programme will also be published annually to indicate the Council's progress with implementing the LDP. These will generate and consider sources of data on impact of the LDP.

8.2. Describe how you will publish the results of monitoring arrangements?

All work associated with the LDP (including EqIA and all referred documents) will be published online and in press adverts in April 2018, as part of the publication of LDP. This will be open to a consultation period, where comments will be accepted on any part of the LDP – or associated documentation.

8.3. When is the policy or practice due to be reviewed?

On a 5-yearly cycle. In the meantime, an action programme will be published at the time of LDP adoption and updated annually thereafter, with reference to monitoring of impact of LDP.

**8.4. Head of Service who has approved impact assessment
Please insert name and title of the Head of Service who has approved this assessment**

Name:

Title:

Date:





Section 9 – Publication

- 9.1 All Equality Impact Assessments must be published on the Council website. Please forward to Andrew Hale (ahale@north-ayrshire.gov.uk)**

Useful Guidance

Equality and Human Rights Commission: Assessing impact and the public sector duty: A guide for public authorities (Scotland) (2012)
<http://www.equalityhumanrights.com>