

Appendix II: Equality and Diversity Impact Assessment (EqIA)

EqIA Key and Method Notes:

The assessment uses a simplified version of the SA/SEA appraisal key applied across the draft plan's policies, with the assessment informed by decision aiding questions:

- Will the policy have a negative effect on any of the protected characteristics?
- Will the policy have a negative effect on any of the protected characteristics?
- How can identified negative effect be minimised or removed?
- How can identified positive effect be improved or enhanced?
- Is monitoring of the issues required?

Assessment Key	
+	Positive Effect
-	Negative effect
○	Neutral Effect
?	Unknown or Uncertain Effect

Vision & Key Principles

EqIA Protected Characteristics	Age	Disability	Gender Reassignment	Marriage and Civil partnership	Pregnancy and Maternity	Race	Religion or belief	Sex	Sexual Orientation
	1	2	3	4	5	6	7	8	9
Vision	+	+	+	+	+	+	+	+	+
<p>The vision should benefit all groups as it seeks to provide a place where a good quality of life is open to all - where people feel safe & happy in their community and are proud to live & work. This will have positive effects on all groups improving their quality of life and meeting the needs of each group's distinctive and individual needs.</p>									

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GCP Key Principles									
1 Efficient use of land & buildings	+	+	+	+	+	+	+	+	+
2 Necessary infrastructure support	+	+	+	+	+	+	+	+	+

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3 Regenerate Centre for 21 st Century	+	+	+	+	+	+	+	+	+
4 Build on strengths	+	+	+	+	+	+	+	+	+
5 Vibrant & safe evening economy	+	+	+	+	+	+	+	+	+
6 Balanced mix of homes	+	+	+	+	+	+	+	+	+
7 Encourage investment	+	+	+	+	+	+	+	+	+
8 Improve education & skills	+	+	+	+	+	+	+	+	+
9 Protect leisure & env assets	+	+	+	+	+	+	+	+	+
10 High quality design	+	+	+	+	+	+	+	+	+
11 Minimise impacts climate change	+	+	+	+	+	+	+	+	+
12 Improve health & wellbeing	+	+	+	+	+	+	+	+	+
13 Tackle poverty & deprivation	+	+	+	+	+	+	+	+	+
<p>Generally, the Key Principles will have a positive effect on all protected characteristics. In particular, 'Provide a balanced mix of new homes that provide for the needs and aspirations of the existing & future community', 'Improve educational attainment, skills and learning opportunities', 'Protect and enhance the City's leisure, recreation and environmental assets, including valuable heritage, public open space, allotments, areas of nature conservation, sensitive landscapes, playing fields and sporting facilities', 'Tackle poverty and deprivation in the worst affected areas of the City', 'Ensure that development minimises its impact on climate change through sustainable construction and design, encourages the use of sustainable forms of transport and integrates with and makes the most of existing infrastructure' and 'Improve health and wellbeing through good design that promotes opportunities for all residents to lead active lifestyles, by providing</p>									

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<p>access to good quality open spaces, playing fields and community facilities' will have greater positive effects on all social groups by improving accessibility, providing buildings which will meet their needs and be of a good quality, and also providing flexible and adaptable buildings and places that are resilient to climate change and flooding.</p> <p>None of the Principles are biased towards one particular protected characteristic, although Principle 5 encourages a vibrant, safe evening economy that appeals to all age groups thus confirming strongly inclusive and positive effects for the protected group on age.</p>									

Policies

GCP Sections Policies	Age	Disability	Gender Reassignment	Marriage and Civil partnership	Pregnancy and Maternity	Race	Religion or belief	Sex	Sexual Orientation
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EqIA Protected Characteristics									
A: Housing (A1-A10) & Site Allocations SA01-SA22	+	+	+	+	+	+	+	+	+
<p>The housing policies should benefit all groups overall as they seek to increase the availability and quality of housing in the City; particular positive effects for Policy A4 Student Accommodation & Policy A5 Specialist Housing - choice for older, frail & disabled people with regard to protected characteristics for age and disability. Also, Policy A6 on accessible & adaptable housing.</p>									
B: Employment Development, Culture & Tourism (B1-B6)	+	+	+	+	+	+	+	+	+
<p>Overall these policies have benefits for all groups and protected characteristics as employment is known to have positive effects on health and well-being; further positive benefits for all groups through increasing accessibility in the City.</p>									
C: Healthy Communities (C1-C8)	+	+	+	+	+	+	+	+	+
<p>Strongly positive effects for all groups through provision of and access to healthy activities; additional benefits through provision of allotments with locally grown food and health/well-being benefits. The Policies are likely to lead to positive effects on the protected characteristics as they aim to protect and enhance the environment in which the protected groups live.</p>									

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EqIA Protected Characteristics									
D: Historic Environment (D1-D5)	+	+	+	+	+	+	+	+	+
These Policies are also likely to lead to positive effects on the protected characteristics as they aim to protect and enhance the environment in which the protected groups live. This can have benefits in terms of health and cultural well-being for all groups.									
E: Natural Environment (E1-E8)	+	+	+	+	+	+	+	+	+
These Policies are likely to lead to positive effects on the protected characteristics as they aim to protect the environment in which the protected groups live. This can have benefits in terms of health and well-being for all groups. They also aim to enhance the environment in which the protected groups live and support healthy functioning ecosystems on which people depend.									
F: Design (F1-F6)	+	+	+	+	+	+	+	+	+
The Policies are likely to lead to positive effects on the protected characteristics as they aim to protect and enhance the environment in which the protected groups live. This can have benefits in terms of health and cultural well-being for all groups.									
G: Sustainable Living, Transport & Infrastructure (G1-G8)	+	+	+	+	+	+	+	+	+
Overall these policies should have positive benefits for all groups through increasing accessibility and movement in City.									