

Equality Impact Assessment - Stage One

We need to ensure that our strategies, policies, functions and services, current and proposed have given due regard to equality and diversity as set out in the Public Sector Equality Duty (Section 149 of the Equality Act), which states:

- “(1) A public authority must, in the exercise of its functions, have due regard to the need to:**
- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;**
 - (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; This includes the need to:**
 - (i) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;**
 - (ii) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;**
 - (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it, with due regard, in particular, to the need to be aware that compliance with the duties in this section may involve treating some persons more favourably than others.**
- (2) The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.**
- (3) Compliance with the duties in this section may involve treating some persons more favourably than others.”**

The following list of questions may help to establish whether the decision is relevant to equality:

- Does the decision affect service users, employees or the wider community?
- (The relevance of a decision to equality depends not just on the number of those affected but on the significance of the impact on them)
- Is it likely to affect people with particular protected characteristics differently?
- Is it a major policy, or a major change to an existing policy, significantly affecting how functions are delivered?
- Will the decision have a significant impact on how other organisations operate in terms of equality?
- Does the decision relate to functions that engagement has identified as being important to people with particular protected characteristics?
- Does the decision relate to an area with known inequalities?
- Does the decision relate to any equality objectives that have been set by the council?

Please complete the following questions to determine whether a full Stage Two, Equality Impact Assessment is required.

What is the proposed decision that you are asking the Executive to make:	To adopt the Greenham Business Park Local Development Order.
Summary of relevant legislation:	Section 38 of the Town and Country Planning DMPO of 2015.
Does the proposed decision conflict with any of the Council's key strategy priorities?	No.
Name of assessor:	Michael Butler
Date of assessment:	25/10/18

Is this a:		Is this:	
Policy	Yes	New or proposed	Yes
Strategy	Yes	Already exists and is being reviewed	No
Function	No	Is changing	N/a
Service	No		

1. What are the main aims, objectives and intended outcomes of the proposed decision and who is likely to benefit from it?	
Aims:	To enhance economic development in the District To control future development at GBP to acceptable levels. To expedite planning decisions in regards to new commercial schemes at GBP.
Objectives:	As above.
Outcomes:	Improvement of commercial development at GBP with expedited planning decisions. Future increase in Business Rates.
Benefits:	Improved economy for the District, with more job opportunities. The LDO will deal with planning issues at the Park in a comprehensive and coordinated fashion, so giving greater future certainty to stakeholders.

<p>2. Note which groups may be affected by the proposed decision. Consider how they may be affected, whether it is positively or negatively and what sources of information have been used to determine this.</p> <p>(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)</p>
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Group Affected	What might be the effect?	Information to support this
Age	Nil	Experience and knowledge of the assessor in the LDO and the impacts on the surrounds. The LDO to be adopted with the associated background reports in support of the LDO. In addition the LDO covers an existing business park on which new commercial schemes will have little noticeable impact on adjacent residents and park users.
Disability	New buildings will need to be accessible for all.	Legislation outside planning control will ensure this .
Gender Reassignment	Nil	Ditto
Marriage and Civil Partnership	Nil	Ditto
Pregnancy and Maternity	Nil	Ditto
Race	Nil	Ditto
Religion or Belief	Nil	Ditto
Sex	Nil	Ditto
Sexual Orientation	Nil	Ditto
Further Comments relating to the item:		
Whilst the LDO will create new jobs at GBP over time, it does not involve itself with [for example] job creation policies/ strategies which might have an impact on equalities. The Design Guidance however does specifically reference the Equality Act of 2010, under the heading “access for all”.		

3. Result	
Are there any aspects of the proposed decision, including how it is delivered or accessed, that could contribute to inequality?	No
Please provide an explanation for your answer: the provision of new employment generating space in itself bears no relationship to equalities ie it is neutral whether a potentially new person employed will be eg disabled or not.	
Will the proposed decision have an adverse impact upon the lives of people, including employees and service users?	No
Please provide an explanation for your answer: The LDO does not permit a level	

of development over and above that already permitted in the extant outline consent and the reserved matters consents at the GBP area. Accordingly it is considered that no additional adverse impacts over and above that already approved by the Council will occur, in terms of eg traffic and noise.

If your answers to question 2 have identified potential adverse impacts and you have answered 'yes' to either of the sections at question 3, or you are unsure about the impact, then you should carry out a Stage Two Equality Impact Assessment.

If a Stage Two Equality Impact Assessment is required, before proceeding you should discuss the scope of the Assessment with service managers in your area. You will also need to refer to the [Equality Impact Assessment guidance and Stage Two template](#).

4. Identify next steps as appropriate:	
Stage Two required	No
Owner of Stage Two assessment:	N/a
Timescale for Stage Two assessment:	N/a

Name: Michael Butler

Date: 25th October 2018 .

Please now forward this completed form to Rachel Craggs, Principal Policy Officer (Equality and Diversity) (rachel.craggs@westberks.gov.uk), for publication on the WBC website.