

Equality Impact Assessment

Purpose of the Equality Impact Assessment process:

The Equality Act (2010) introduced the [Public Sector Equality Duty](#) (PSED) requiring public bodies to give due regard to the need to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations

Consideration must be given to the protected characteristics covered by the Equality Act (2010). Assessments should consider relevant evidence relating to persons with protected characteristics in relation to assessments of potential impact.

The purpose of an Equality Impact Assessment (EIA) is to ensure that policies, functions, plans or decisions (hereafter referred to as 'policy/ decision') do not create unnecessary barriers for people protected under the Act. Where negative impacts are identified these should be eliminated or minimised, and opportunities for positive impact should be maximised. An EIA is not required for a decision in relation to an individual.

Screening is a short exercise to determine whether a policy/ decision is relevant to equalities, and if so, whether a full EIA should be conducted.

Section 1: Equality Impact Assessment Screening

<u>Basic Details</u>	
Title and description of the policy/ decision:	Approval of the Crediton Town Centre Masterplan as a Supplementary Planning Document.
Job title of the person(s) undertaking the assessment:	Project Officer
Council service:	Growth, Economy & Delivery
Date of assessment:	18/06/2024

What are the aims, purposes, objectives and proposed outcomes of the policy/ decision?
<p>The Council has resolved to develop a Masterplan for Crediton Town Centre as a Supplementary Planning Document. Consultants have been commissioned to inform and enable its production. It will form a framework for key regeneration projects underpinned by four main themes viz Community Infrastructure, Circulation and Movement, Wayfinding and Legibility and Green and Blue Infrastructure. The focus is on pragmatic and deliverable projects including specific proposals to address air quality issues, improve the pedestrian environment and encourage the use of sustainable transport.</p>

<u>Further Details</u>	
Who may be affected by the policy/ decision?	Residents of and visitors to Crediton.
How have stakeholders been involved in the development of the policy/ decision? E.g. a consultation exercise	<p>In accordance with the Council's Statement of Community Involvement, the Masterplan has been subject to two stages of public consultation. Stage 1 scoped out the proposed contents of the masterplan and options that might be included. An initial stakeholder group was undertaken Thursday 25th May 2023 with feedback and results being captured to inform initial master plan themes. The subsequent formal Stage 1 Community Consultation was undertaken (hosted by the Council's website), which ran from 21st July 2023 – 4th September 2023. Stage 2 of the public consultation included two staffed public drop-in events at the Boniface Centre in Crediton on January 17th</p>

	and February 21 st , the former of which was preceded by a meeting of key stakeholders, alongside the online event which ran from January 15th until February 26 th . In addition to emails, press releases and social media announcements, the Town Council helpfully publicised the event and hosted a permanent exhibition at the Town Council offices in Market Street. All the associated documentation (including a copy of the draft masterplan, exhibition boards, baseline report, online questionnaire and interactive map) were made available on the Council's website for viewing, downloading or for submitting comments. The public were also able to make direct contact (email and telephone) with the lead officer.
Will there be scope for prompt, independent reviews and appeals against decisions arising from the policy/ decision?	The SPD will help guide development and environmental improvements which will be subject to consultation and delivered through the usual statutory procedures such as planning applications and Traffic Regulation Orders.

To which part(s) of the Public Sector Equality Duties is the policy/ decision relevant:	Yes	No	Details
1. Eliminate unlawful discrimination	x	<input type="checkbox"/>	
2. Advance equality of opportunity	x	<input type="checkbox"/>	
3. Foster good relations between different groups	x	<input type="checkbox"/>	

Which of the protected characteristics is the policy/ decision relevant to?

Tick and briefly describe any likely equalities impact (positive, negative, or neutral)

Characteristic	Positive	Negative	Neutral	Comments
Sex	<input type="checkbox"/>	<input type="checkbox"/>	x	
Age	<input type="checkbox"/>	<input type="checkbox"/>	x	
Disability	<input type="checkbox"/>	<input type="checkbox"/>	x	
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	x	
Race	<input type="checkbox"/>	<input type="checkbox"/>	x	
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	x	
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	x	
Characteristic	Positive	Negative	Neutral	Comments

Pregnancy/ maternity	<input type="checkbox"/>	<input type="checkbox"/>	x	
Marriage and Civil partnership*	<input type="checkbox"/>	<input type="checkbox"/>	x	

*Applies only to Employment and the duty to give regard to the elimination of discrimination.

Decision by Corporate Manager to recommend this policy/ decision for an Equality Impact Assessment?

Yes/ No

If the answer is “Yes”, please continue to the Section 2 and complete the Equality Impact Assessment. If the answer is “No”, please give a brief reason here.

The Crediton Town Centre Masterplan SPD has only neutral effects on protected characteristics. Once finalised and adopted, it will be capable of being a material consideration in the determination of planning, listed building consent and advertisement consent applications. It will be used alongside the relevant policies of the adopted Mid Devon Local Plan. The adopted Mid Devon Local Plan has been subject to a full Equalities Impact Assessment in 2017 and an Addendum in 2019 which was necessary following the Council’s proposed Main Modifications to the local plan. The Inspector has considered the Equalities Impact Assessment as part of the examination process for the local plan and has had regard to the Equality Act 2010.

EIA Screening Complete

Section 2: Equality Impact Assessment

Evidence and Consultation

What existing sources of information have you gathered to help identify how people covered by the protected characteristics may be affected by this policy/ decision? E.g. consultations, national or local data and/or research, complaints or customer feedback. Please identify any gaps in the available information that might make it difficult to form an opinion about the effect of the policy on different groups.

Please complete this table for all the Protected Characteristics. If you have identified any negative impacts you will need to consider how these can be justified or where possible mitigated either to reduce or remove them. (Please add rows where needed)

Protected Characteristic	Potential Impacts/ Issues Identified/ Opportunities identified	Mitigation required (action) or Justification	Lead Officer and target completion date	What is the expected outcome from the action?
Sex				
Age				
Disability				
Religion or Belief				
Race				
Sexual Orientation				

Gender Reassignment				
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Protected Characteristic	Potential Impacts/ Issues Identified/ Opportunities identified	Mitigation required (action) or Justification	Lead Officer and target completion date	What is the expected outcome from the action?
Pregnancy/ maternity				
Marriage and civil partnership*				

*(Applies only to Employment and the duty to give regard to the elimination of discrimination)

Please provide details of arrangements to monitor and review the policy/ decision and any mitigating actions or actions to promote equality:

This policy document will be subject to review as part of future masterplanning arising from the Local Plan Review. This will include an equality impact assessment.

Please state where the EIA will be published (e.g. on the Mid Devon District Council website):

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Equality Impact Assessment Sign off

For completion by Corporate Manager

Are you prepared to agree and sign off the EIA?

Yes **No**

If "No", provide details of why and next steps:

Name:

Job Title:

Date: