

Appendix 3

Winchester City Council

Equality Impact Assessment Template (EqIA)

Section 1 - Data Checklist

When undertaking an EqIA for your policy or project, it is important that you take into consideration everything which is associated with the policy or project that is being assessed.

The checklist below is to help you sense check your policy or project before you move to Section 2.

| | | Yes/No | Please provide details |
|---|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Have there been any complaints data related to the policy or project you are looking to implement? | No | |
| 2 | Have all officers who will be responsible for implementing the policy or project been consulted, and given the opportunity to raise concerns about the way the policy or function has or will be implemented? | Yes | The Local Development Scheme (LDS) has been prepared by the Strategic Planning Manager in consultation with the Cabinet Member for Place and Local Plan. |
| 3 | Have previous consultations highlighted any concerns about the policy or project from an equality impact perspective? | No | Consultation on the Local Plan has been as inclusive as possible to ensure that any public consultation reaches out to the widest possible audience which include those with a protected interest. Ensuring that this happens was one of the key reasons why the consultation process on the Strategic Issues & Priorities document won two RTPI awards. |
| 4 | Do you have any concerns regarding the implementation of this policy or project? | No | |

| | | Yes/No | Please provide details |
|---|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|----------------------------------------------------------------------------------------------------------------------------------------|
| | <i>(i.e. Have you completed a self-assessment and action plan for the implementation of your policy or project?)</i> | | |
| 5 | Does any accessible data regarding the area which your work will address identify any areas of concern or potential problems which may impact on your policy or project? | No | |
| 6 | Do you have any past experience delivering similar policies or projects which may inform the implementation of your scheme from an equality impact point of view? | Yes | The LDS sets out when the Council will consult on the Local Plan. The Local Plan will be accompanied by an Equality Impact Assessment. |
| 7 | Are there any other issues that you think will be relevant? | No | |

Section 2 - Your EqIA form

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|---------------------|---------------------------|---------------------------------|---------------------------------------------------------------------|----------------------------|
| Directorate: | Your Service Area: | Team: Strategic Planning | Officer responsible for this assessment: Corinne Phillips | Date of assessment: |
|---------------------|---------------------------|---------------------------------|---------------------------------------------------------------------|----------------------------|

| | Question | Please provide details |
|---|------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | What is the name of the policy or project that is being assessed? | Local Development Scheme |
| 2 | Is this a new or existing policy? | The LDS was last updated in July 2021 and has been updated to reflect the key challenges that are facing the district with bringing forward a new Local Plan. |
| 3 | Briefly describe the aim and purpose of this work. | The Council is legally required to produce and keep up to date LDS that provides the timetable for the production and adoption of the Winchester District Local Plan. |
| 4 | What are the associated objectives of this work? | To provide a timetable for the preparation and adoption of the Local Plan. |
| 5 | Who is intended to benefit from this work and in what way? | The residents of Winchester district |
| 6 | What are the outcomes sought from this work? | To provide a timetable for the preparation and adoption of the Local Plan. Once agreed, the revised LDS would be placed on the WCC website. Anyone who has registered an interest in being updated on Local Plan issues would be notified via an email alert. |
| 7 | What factors/forces could contribute or detract from the outcomes? | N/A |
| 8 | Who are the key individuals and organisations responsible for the implementation of this work? | Strategic Planning Manager, Winchester City Council, Parish Councils, Hampshire County Council, landowners and developers. |
| 9 | Who implements the policy or project and who or what is responsible for it? | Strategic Planning Manager and Cabinet Member for Place and Local Plan |

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| | | Please select your answer in bold . Please provide detail here. | | |
| 10a | Could the policy or project have the potential to affect individuals or communities on the basis of race differently in a negative way? | Y | N | |
| 10b | What existing evidence (either presumed or otherwise) do you have for this? | The LDS is a document that sets out the timetable for the preparation and adoption of the Local Plan. | | |
| 11a | Could the policy or project have the potential to affect individuals or communities on the basis of sex differently in a negative way? | Y | N | |
| 11b | What existing evidence (either presumed or otherwise) do you have for this? | The LDS is a document that sets out the timetable for the preparation and adoption of the Local Plan. | | |
| 12a | <p>Could the policy or project have the potential to affect individuals or communities on the basis of disability differently in a negative way?</p> <p><i>you may wish to consider:</i></p> <ul style="list-style-type: none"> • <i>Physical access</i> • <i>Format of information</i> • <i>Time of interview or consultation event</i> • <i>Personal assistance</i> • <i>Interpreter</i> • <i>Induction loop system</i> • <i>Independent living equipment</i> • <i>Content of interview</i> | Y | N | |
| 12b | What existing evidence (either presumed or otherwise) do you have for this? | The LDS is a document that sets out the timetable for the preparation and adoption of the Local Plan. | | |

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|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|---|--|
| 13a | Could the policy or project have the potential to affect individuals or communities on the basis of sexual orientation differently in a negative way? | Y | N | |
| 13b | What existing evidence (either presumed or otherwise) do you have for this? | The LDS is a document that sets out the timetable for the preparation and adoption of the Local Plan. | | |
| 14a | Could the policy or project have the potential to affect individuals on the basis of age differently in a negative way? | Y | N | |
| 14b | What existing evidence (either presumed or otherwise) do you have for this? | The LDS is a document that sets out the timetable for the preparation and adoption of the Local Plan. | | |
| 15a | Could the policy or project have the potential to affect individuals or communities on the basis of religious belief differently in a negative way? | Y | N | |
| 15b | What existing evidence (either presumed or otherwise) do you have for this? | The LDS is a document that sets out the timetable for the preparation and adoption of the Local Plan. | | |
| 16a | Could this policy or project have the potential to affect individuals on the basis of gender reassignment differently in a negative way? | Y | N | |
| 16b | What existing evidence (either presumed or otherwise) do you have for this? | The LDS is a document that sets out the timetable for the preparation and adoption of the Local Plan. | | |
| 17a | Could this policy or project have the potential to affect individuals on the basis of marriage and civil partnership differently in a negative way? | Y | N | |
| 17b | What existing evidence (either presumed or otherwise) do you have for this? | The LDS is a document that sets out the timetable for the preparation and adoption of the Local Plan. | | |
| 18a | Could this policy or project have the potential to affect individuals on the basis of pregnancy and maternity differently in a negative way? | Y | N | |
| 18b | What existing evidence (either presumed or otherwise) do you have for this? | The LDS is a document that sets out the timetable for the preparation and adoption of the Local Plan. | | |
| 19 | Could any negative impacts that you identified in questions | | | |

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|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|---|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | 10a to 15b create the potential for the policy to discriminate against certain groups on the basis of protected characteristics? | Y | N | |
| 20 | Can this negative impact be justified on the grounds of promoting equality of opportunity for certain groups on the basis of protected characteristics? Please provide your answer opposite against the relevant protected characteristic. | Y | N | Race: Sex: Disability: Sexual orientation: Age: Gender reassignment: Pregnancy and maternity: Marriage and civil partnership: Religious belief: |
| 21 | How will you mitigate any potential discrimination that may be brought about by your policy or project that you have identified above? | The LDS is a document that sets out the timetable for the preparation and adoption of the Local Plan. | | |
| 22 | Do any negative impacts that you have identified above impact on your service plan? | Y | N | |

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| Signed by completing officer | Adrian Fox, Strategic Planning Manager |
| Signed by Service Lead or Corporate Head of Service | |