

Section 1: Identifying details

Your function, service area and team: Planning Policy

If you are submitting this EqlA on behalf of another function, service area or team, specify the originating function, service area or team: N/A

Title of policy or decision: Local Plan update – programme and budget

Officer completing the EqlA: Alison Blom-Cooper Tel: 01992 564066
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Date of completing the assessment: 7 November 2018

Section 2: Policy to be analysed

2.1	Is this a new policy (or decision) or a change to an existing policy, practice or project? Change to existing project
2.2	<p>Describe the main aims, objectives and purpose of the policy (or decision):</p> <p><i>The main aims of the report are to agree a new local development scheme to reflect the date of submission of the plan for examination and the associated budget for 2019/20 and 2020/21</i></p> <p>What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)?</p> <p><i>To agree an updated Local Development Scheme and budget to support the development of the Local Plan</i></p>
2.3	<p>Does or will the policy or decision affect:</p> <ul style="list-style-type: none"> • service users • employees • the wider community or groups of people, particularly where there are areas of known inequalities? <p>The Local Plan will have an impact on all residents in the District as it will set out the proposals for growth to meet the objectively assessed housing and economic needs identified and the associated infrastructure.</p> <p><i>Will the policy or decision influence how organisations operate?</i></p> <p>Yes – it will determine the timetable for the progress of the local plan which will help stakeholders understand the timeframe for bringing forward new proposals in the District.</p>

2.4	<p>Will the policy or decision involve substantial changes in resources?</p> <p>Yes.</p>
2.5	<p>Is this policy or decision associated with any of the Council's other policies and how, if applicable, does the proposed policy support corporate outcomes?</p> <p><i>The Local Plan is one of three objectives in the corporate plan – the Local Plan will seek to meet the vision to make the best use of existing infrastructure to meet the district's need for development in the most sustainable locations (including within the Harlow and Gilston Garden Town) with the least possible impact on our natural and historic environment</i></p>

Section 3: Evidence/data about the user population and consultation¹

As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, eg service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).

3.1	<p>What does the information tell you about those groups identified?</p> <p>The identified need for economic and housing growth over the Plan period takes account of population growth and demographic changes and profile in the District and associated population projections.</p>
3.2	<p>Have you consulted or involved those groups that are likely to be affected by the policy or decision you want to implement? If so, what were their views and how have their views influenced your decision?</p> <p>The Draft Local Plan was subject to consultation between 31 October and 12 December 2016. The comments were received have been analysed and reported to Cabinet and were used to inform the Local Plan Submission Version 2017. The plan was published between 18 December 2017 and 20 January 2018 and representations made will be considered during the independent examination of the Plan.</p>
3.3	<p>If you have not consulted or engaged with communities that are likely to be affected by the policy or decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary:</p> <p><i>As above and section 3.1</i></p>

Section 4: Impact of policy or decision

Use this section to assess any potential impact on equality groups based on what you now know.

Description of impact	Nature of impact Positive, neutral, adverse (explain why)	Extent of impact Low, medium, high (use L, M or H)
Age	None	N/A
Disability	None	N/A
Gender	None	N/A
Gender reassignment	None	N/A
Marriage/civil partnership	None	N/A
Pregnancy/maternity	None	N/A
Race	None	N/A
Religion/belief	None	N/A
Sexual orientation	None	N/A

Section 5: Conclusion

		Tick Yes/No as appropriate	
5.1	Does the EqIA in Section 4 indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?	<div>✓ No <input checked="" type="checkbox"/></div> <div>Yes <input type="checkbox"/></div>	If ' YES ', use the action plan at Section 6 to describe the adverse impacts and what mitigating actions you could put in place.

No actual or likely adverse impacts have come to light.

Section 6: Action plan to address and monitor adverse impacts

What are the potential adverse impacts?	What are the mitigating actions?	Date they will be achieved.

Section 7: Sign off

**I confirm that this initial analysis has been completed appropriately.
(A typed signature is sufficient.)**

Signature of Head of Service: Alison Blom-Cooper

Date: 7 November 2018

Signature of person completing the EqlA:

Date: 7 November 2018

Advice

Keep your director informed of all equality & diversity issues. We recommend that you forward a copy of every EqlA you undertake to the director responsible for the service area. Retain a copy of this EqlA for your records. If this EqlA relates to a continuing project, ensure this document is kept under review and updated, eg after a consultation has been undertaken.