**Equality Impact Assessment – Screening**

The purpose of an Equality Impact Assessment is to ensure the Council:

* does not discriminate in the way it provides services and employment
* fulfils its duties as set out by the Equality Act 2010
* where possible, it does all it can to promote equality and good relations between different groups

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| Name of service/policy/project being assessed | Wyre Forest District Council Local Enforcement Plan (LEP) | Is this a new or existing service/policy/project?  | Existing  |
| Directorate | Strategic Growth |
| Officers responsible for:1. Service/policy/project
2. Completing EIA
 | Sally Horne, Senior Planning Policy OfficerSally Horne, Senior Planning Policy Officer |
| Date | 01/02/2023 |
| What is the purpose and expected outcomes/ | The Local Enforcement Plan sets out how WFDC will deal Planning Enforcement issues, setting out the process and procedures it will follow. |
| Will there be any effect on other council procedures or strategies e.g. Corporate Plan or the council’s workforce? | The revised plan will support WFDC’s statutory planning function by providing detail on the Councils planning enforcement processes and procedures. The plan supports the Corporate Plan aim of a safe, clean and green living environment |
| Are there any statutory requirements or implications? | Undertaking planning enforcement is a discretionary power for Local Planning Authorities (LPA’s). However, the National Planning Policy Framework 2019 encourages LPA’s to undertake effective enforcement as it helps maintain public confidence in the planning system. |
| Are there any other organisations/bodies involved? | No. |
| Who are the main customer groups/stakeholders affected? | The document is aimed at local authority planning officers, applicants, developers anyone seeking to make a complaint, or subject to a complaint about a planning breach. |
| What information/statistics/ evidence are you using? | None |

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| **What impact does the service/policy/project have on the nine protected characteristics as defined by the Equality Act 2012 – for definitions, please see overleaf.** |
| 1. **Age**
 | **Positive/Negative**Evidence: N/A |
| 1. **Disability**
 | **Positive/Negative**Evidence: N/A |
| 1. **Gender Reassignment**
 | **Positive/Negative**Evidence: N/A |
| 1. **Marriage and Civil Partnership**
 | **Positive/Negative**Evidence: N/A  |
| 1. **Pregnancy and Maternity**
 | **Positive/Negative**Evidence: N/A |
| 1. **Race**
 | **Positive/Negative**Evidence: N/A |
| 1. **Religion of belief**
 | **Positive/Negative**Evidence: N/A |
| 1. **Sex**
 | **Positive/Negative**Evidence: N/A |
| 1. **Sexual Orientation**
 | **Positive/Negative**Evidence: N/A |
| **Other**e.g. deprivation, health inequalities, urban/rural divide, community safety | **Positive/Negative**Evidence: N/A |
| **Conclusion** | Is a full assessment required? NO |
| **Signed: Sally Horne** | Date: 01/02/2023 |
| **Agreed** | Date |
| **A full EqIA is required if the initial screening has identified the service/policy/project is going to have the potential to cause adverse impact or discriminate against different groups in the community or the Council’s workforce.**  |

**Protected characteristics: definitions**

Prior to the Equality Act 2010, there were 3 separate public sector equality duties covering race, disability and gender. The Equality Act 2010 replaced these with a new single equality duty covering the following protected characteristics:

**Age –** where this is referred to, it refers to a person belonging to a particular age, for example 32 year olds or range of ages, such as; 18 - 30 year olds.

**Disability –** a person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

**Gender reassignment –** the process of transitioning from one gender to another.

**Marriage and civil partnership –** marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.

**Pregnancy and maternity –** pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

**Race –** itrefers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

**Religion and belief –** religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism).

**Sex –** a man or a woman.

**Sexual Orientation –** whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.