

EQUALITY IMPACT ASSESSMENT TOOL

Part 1: Description/Consultation

Is this a Rapid Equality Impact Assessment (RIAT)?		Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Is this a Full Equality Impact Assessment (EQIA)?		Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Date of Assessment: (dd/mm/yyyy)	31/05/2017	Committee Report Number:	
Title of document being assessed:		Dundee Local Development Plan 2 - Proposed Plan	
1. This is a new policy, procedure, strategy or practice being assessed (If Yes please check box) <input checked="" type="checkbox"/>		This is an existing policy, procedure, strategy or practice being assessed? (If Yes please check box) <input checked="" type="checkbox"/>	
2. Please give a brief description of the policy, procedure, strategy or practice being assessed.		The Local Development Plan Proposed Plan is a landuse planning documents which will guide future development within Dundee. The plan sets out the Council's vision and strategy as well as policies and proposals for Dundee over the next 5 years. It designates land for housing, employment, retail, commercial as well as open space. It not only promotes development within the city but provides protective measures for the built and natural heritage within the city. The plan is used for the determination of planning applications for development within the city to ensure the right development happens in the right place.	
3. What is the intended outcome of this policy, procedure, strategy or practice?		The Local Development Plan will promote sustainable development within the City. It will encourage the delivery of new housing with a range of house sizes, types and designs. It provides opportunities for employment with the retention of employment land. It promotes a town centre first agenda to ensure the continued vitality and viability of the town and district centres. It promotes regeneration throughout the city such as the Waterfront and Whitfield. It protects areas of open space/green space as well as promoting green networks linking these spaces together to improve the health and wellbeing of communities. It will enable sustainable travel with the promotion of active travel through walking and cycling as well as access to public transport. Through high quality design the plan seeks to promote good placemaking to achieve lifetime communities	

	<p>which are attractive and sustainable places to live throughout the life of a community.</p>
<p>4. Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.</p>	<p>'Dundee Local Development Plan Main Issues Report – Rapid Equality Impact Assessment', November 2015</p> <p>TAYplan Proposed Strategic Development Plan 2016-2036 Equalities Impact Assessment – 2016</p>
<p>5. Has any consultation, involvement or research with protected characteristic communities informed this assessment?</p> <p>If Yes please give details.</p>	<p>Details of the consultation for the preparation of the Local Development Plan have been set out in the Development Plan Scheme & Participation Statement February 2016. In addition as part of the preparation for the consultation of the Main Issues Report a consultation strategy was prepared to identify how, who and when we would consult. As part of this process 'hard to reach' groups were identified that rarely get involved in the development plan process but should be given an effective opportunity to engage. The first group identified was young people who would be affected in the future by decisions we make now. We identified 3 groups within the city that were considered representative of young people – the Pupil Council, the Youth Council and a youth charity Hot Chocolate Trust (includes young people from within the LGBT community). Workshops were carried out with the Pupil Council (20/01/16 – 24 participants) and Youth Council (18/02/16 – 7 participants). Officers visited Hot Chocolate Trust at their Tuesday drop in session on 2/02/16 with 26 young people engaging with the consultation as well as raising awareness with staff. The Black and Ethnic Minority community were considered to be under represented in previous consultations and in particular women within that community. Two female officers carried out a workshop at the Dundee International Womens Centre on 3/02/16 and with the assistance of staff providing translation engaged with 14 women from various ethnicities and cultures. Given that one of the issues within the Main Issues Report was for lifetime communities to ensure provision for suitable housing for the elderly, it was identified that a consultation specifically for the elderly was needed. Through the Dundee CAN (Celebrate Age Network) Forum, 16 elderly participated in a workshop on 12/02/16.</p>

<p>6. Please give details of council officer involvement in this assessment.</p> <p>(e.g. names of officers consulted, dates of meetings etc)</p>	<p>Scott Mands – Equality and Diversity Co-ordinator Alistair Hilton – Senior Planning Officer Julie Robertson – Planning Officer</p>
<p>7. Is there a need to collect further evidence or to involve or consult protected characteristics communities on the impact of the proposed policy?</p> <p>(Example: if the impact on a community is not known what will you do to gather the information needed and when will you do this?)</p>	<p>No further evidence required. The high quality of input and responses received through the workshops carried out is considered sufficient at this time to help inform the content of the Local Development Plan. The level and type of engagement was considered appropriate for the scope and content of the plan.</p>

Part 2: Protected Characteristics

Which protected characteristics communities will be positively or negatively affected by this policy, procedure or strategy?

NB Please place an X in the box which best describes the “overall” impact. It is possible for an assessment to identify that a positive policy can have some negative impacts and visa versa. When this is the case please identify both positive and negative impacts in Part 3 of this form.

If the impact on a protected characteristic communities are not known please state how you will gather evidence of any potential negative impacts in box Part 1 section 7 above.

	Positively	Negatively	No Impact	Not Known
Ethnic Minority Communities including Gypsies and Travellers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
People with a disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lesbian, Gay and Bisexual	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Socio-economic	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy & Maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other (please state)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Part 3: Impacts/Monitoring

<p>1. Have any positive impacts been identified?</p> <p>(We must ensure at this stage that we are not achieving equality for one strand of equality at the expense of another)</p>	<p>Yes. The residents and businesses in Dundee will be the main beneficiaries of the policies and proposals in the Dundee Local Development Plan. In particular, those who come under the, 'People with a Disability', 'Age' and 'Socio-economic' categories will benefit. The plan seeks to provide increased accessibility, increased housing supply, increased employment opportunities and an improved quality of place.</p>
<p>2. Have any negative impacts been identified?</p> <p>(Based on direct knowledge, published research, community involvement, customer feedback etc. If unsure seek advice from your departmental Equality Champion.)</p>	<p>No</p>
<p>3. What action is proposed to overcome any negative impacts?</p> <p>(e.g. involving community groups in the development or delivery of the policy or practice, providing information in community languages etc. See Good Practice on DCC equalities web page)</p>	<p>N/A</p>
<p>4. Is there a justification for continuing with this policy even if it cannot be amended or changed to end or reduce inequality without compromising its intended outcome?</p> <p>(If the policy that shows actual or potential unlawful discrimination you must stop and seek legal advice)</p>	<p>N/A</p>
<p>5. Has a 'Full' Equality Impact Assessment been recommended?</p> <p>(If the policy is a major one or is likely to have a major impact on protected characteristics communities a Full Equality Impact Assessment may be required. Seek advice from your departmental Equality lead.)</p>	<p>A rapid EQIA was carried out at the previous stage for the Main Issues Report with a recommendation for a Full EQIA at the Proposed Plan stage.</p>
<p>6. How will the policy be monitored?</p> <p>(How will you know it is doing what it is intended to do? e.g. data collection, customer survey etc.)</p>	<p>The Local Development Plan is updated every 5 years. As part of this the plan is monitored to assess its effectiveness during the lifespan of the plan and where changes need to be made. The development plan has a corresponding Action Programme which is updated on a monthly basis to reflect ongoing changes and issues that may arise.</p>

Part 4: Contact Information

Name of Department or Partnership:	City Development
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Type of Document	
Human Resource Policy	<input type="checkbox"/>
General Policy	<input type="checkbox"/>
Strategy/Service	<input type="checkbox"/>
Change Papers/Local Procedure	<input type="checkbox"/>
Guidelines and Protocols	<input type="checkbox"/>
Other	<input checked="" type="checkbox"/>

Manager Responsible	Author Responsible
Name: Gregor Hamilton	Name: Alistair Hilton
Designation: Head Of Planning And Economic Development	Designation: Senior Planning Officer, Development Plans And Regeneration
Base: Dundee House, 50 North Lindsay Street, Dundee	Base: Dundee House, 50 North Lindsay Street, Dundee
Telephone: 01382 433520	Telephone: 01382 433760
Email: gregor.hamilton@dundeecity.gov.uk	Email: alistair.hilton@dundeecity.gov.uk

Signature of author of the policy:	Date: dd/mm/yyyy)
Signature of Director/Head of Service:	Date: dd/mm/yyyy)
Name of Director/Head of Service:	
Date of Next Policy Review: (dd/mm/yyyy)	