

Maldon District Council Equality Analysis

Please complete the questions below as fully as possible - the boxes will expand to accommodate your text. Please include the document version in the footer below.

| | | |
|---|-----------------------|-------------------------------------|
| Title Statement of Community Involvement | Date 29/4/2021 | Officer Preparing L Alpin |
| 1. Background | | |
| 1.1 Description of proposal / policy / service (Including aims, outcomes and in the case of an existing service how long it has been delivered in its current format) The Statement of Community Involvement (SCI) is a statutory document that provides a guideline framework for development management and planning policy consultations undertaken by the Council in its capacity as the local planning authority. The sets out how the Council will consult with the community, residents and stakeholders. The previous Statement of Community Involvement was approved in November 2018 and must be updated periodically. | | |
| 1.2 Who are the users of the proposal / policy / service (Refer to data held about the users of the service i.e. numbers of users, demographic breakdown. Having this information is important to understand which sectors of the community might be affected. If that is not available refer to the demographic data held on the intranet.) Staff, Members, residents, community groups, stakeholders, Parish & Town Councils, planning applicants, agents and developers. Consultations for plan-making and development management are applicable to the public generally. The Council's policy towards neighbourhood planning engagement is applicable to neighbourhood planning groups generally. The policies contained apply to the public generally and are not intended to focus on any specific group. Where proposed planning policies deal with the accommodation needs of specific groups, those groups or bodies representing those groups will be consulted with. | | |
| 1.3 Have users been consulted with? (Have you carried out consultation with users or stakeholders while drawing up the proposal / policy / service? For example, have you carried out a formal consultation, discussed the issue with a Friends/User Group or consulted with stakeholders? If so, outline the results and how it has informed your plans. It's also important to show whether the target audience was reached during the consultation.) The SCI will be published for a six week consultation. The outcome of the consultation will inform any further changes to the SCI, and a statement of consultation will accompany the final version when it is considered by Council for approval. | | |
| 1.4 If the analysis is regarding an existing Service, what are users' views of that Service? (Base your view on evidence such as satisfaction surveys, levels of compliments and levels of complaints). N/A | | |

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2. Equality Aims – consider how the proposal / policy / service meets the three Equality Aims listed in the Equality Act.

| Aim | How does the proposal / policy / service meet the equality aim? | Action or addition needed in order that the proposal / policy / service meets the aim? |
|---|---|---|
| <p>2.1 To eliminate unlawful discrimination, harassment and victimisation</p> | <p>The SCI includes a section on 'how to make your comment count' which emphasises that planning consultation responses should focus on planning matters and not non-planning matters such as the characteristics of the person applying for planning permission. It clearly states that the Council will not consider libellous, racist or offensive comments.</p> | <p>The SCI will ensure that reasonable adjustments are made to the design and delivery of policy consultations and engagement activities to ensure people are not left out of getting involved.</p> |
| <p>2.2 To advance equality of opportunity between people who share a protected characteristic and those who do not</p> | <p>The SCI sets out how consultation and engagement will be undertaken with communities across the District and therefore contributes to equality be enabling all people to be aware of how they are able to engage with the various aspects of the planning process.</p> | |
| <p>2.3 To foster good relations between those who share a protected characteristic and those who do not</p> | <p>The SCI sets out how consultation and engagement will be undertaken with communities across the District and therefore contributes to equality be enabling all people to be aware of how they are able to engage with the various aspects of the planning process.</p> | |

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3. Equality Impacts – examine how the proposal / policy / service impacts on the community. Base the analysis on evidence. Attach additional documents if necessary.

| Impacts | Positive impact (X) | Could adversely impact (X) | No impact (X) | How different groups could be affected: Summary of impacts | Actions to reduce negative or increase positive impact |
|---|--------------------------|-------------------------------------|--------------------------|---|---|
| <p>3.1 Age (What will the impact be on different age groups such as younger or older people?)</p> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <p>Neutral – benefits of the document would be equal as they apply to the public generally</p> <p>The draft SCI offers different avenues for consultation, for example, the use of social media and online consultation tools, which may improve access to consultations for people who may not be able to attend events or meetings.</p> <p>The draft SCI recognises that to attract engagement from younger people in particular, specific engagement activities may be necessary depending on what is being consulted on.</p> <p>It is recognised that people without access to the internet may be disadvantaged by a digital first approach to consultation. To mitigate the impact of this, specific accessibility requests for alternative formats or ways of engaging will be responded to in a timely and positive manner.</p> | <p>To mitigate the impact of this, specific accessibility requests for alternative formats or ways of engaging will be responded to in a timely and positive manner.</p> <p>The consultation will ask a question about the preferred means of reading/accessing consultation documents, for people who are unable to access the internet.</p> |

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|--|--------------------------|-------------------------------------|--------------------------|--|---|
| <p>3.2 Disability (Consider all disabilities such as hearing loss, dyslexia etc as well as access issues for wheelchair users where appropriate)</p> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <p>Accessibility requests will be responded to in a positive manner.</p> <p>The draft SCI offers different avenues for consultation, for example, the use of social media and online consultation tools, which may improve access to consultations for people who may not be able to attend events or meetings.</p> <p>It is recognised that people without access to the internet may be disadvantaged by a digital first approach to consultation.</p> | <p>To mitigate the impact of this, specific accessibility requests for alternative formats or ways of engaging will be responded to in a timely and positive manner.</p> <p>The draft SCI consultation will ask a question about the preferred means of reading/accessing consultation documents, for people who are unable to access the internet, so we can judge how to make changes to the final SCI/ service delivery.</p> |
| <p>3.3 Pregnancy and Maternity (Think about pregnancy, new and breastfeeding Mums)</p> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <p>Neutral – benefits of the document would be equal as they apply to the public generally.</p> <p>Where people are required to care for children, it may be difficult for them to engage in consultation events and meetings outside school hours.</p> <p>The draft SCI different avenues for consultation and engagement, for example, the use of social media and online consultation tools, which may improve access to</p> | |

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|--|--------------------------|-------------------------------------|-------------------------------------|---|--|
| | | | | consultations for people who may not be able to attend events or meetings. | |
| 3.4 Sex (is the service used more by one gender and are the sexes given equal opportunity?) | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Neutral – benefits of the document would be equal as they apply to the public generally. | |
| 3.5 Gender Reassignment (Is there an impact on people who are going through or who have completed Gender Reassignment?) | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Neutral – benefits of the document would be equal as they apply to the public generally. | |
| 3.6 Religion or belief (Includes not having a religion or belief) | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Neutral – benefits of the document would be equal as they apply to the public generally. | |
| 3.7 Sexual Orientation (What is the impact on heterosexual, lesbian, gay or bisexual people?) | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Neutral – benefits of the document would be equal as they apply to the public generally. | |
| 3.8 Race (Includes ethnic or national origins including Gypsies and Travellers) | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Neutral – benefits of the document would be equal as they apply to the public generally. | |
| 3.9 Socio-Economic Group (Will people of any particular socio-economic group be particularly affected?) | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | It is recognised that people without access to the internet may be disadvantaged by a digital first approach to consultation. To mitigate the impact of this, accessibility | To mitigate the impact of this, specific accessibility requests for alternative formats or ways of engaging will be responded to in a timely and positive manner |

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|--|---------------------|----------------------------|---------------|--|---|
| | | | | requests will be responded to in a timely and positive manner. | The draft SCI consultation will ask a question about the preferred means of reading/accessing consultation documents, for people who are unable to access the internet. |
| <p>4. Is there a Cumulative Impact? (If the same group is the subject of many changes or reductions the overall impact is much greater. Consider what else is happening within Maldon District Council that may have an impact and also what we know is happening elsewhere (such as Essex County Council). See Guidance for further advice.)</p> <p>The move to more internet-based consultations may impact on people and communities who do not have access to digital services. This may disproportionately affect older and/or, disabled people and people who are already at a socio-economic disadvantage.</p> <p>The consultation will ask a question about the preferred means of reading/accessing consultation documents, for people who are unable to access the internet so the council can gauge what mitigation needs to be put in place to seek to address this impact as much as possible.</p> | | | | | |
| <p>5. Outcome</p> | | | | | |
| <p>5.1 Consider all the analysis and evidence above and indicate</p> <p>(1) No change needed <input type="checkbox"/> (2) Adjust <input type="checkbox"/> (3) Adverse impact but continue <input checked="" type="checkbox"/> (4) Stop, remove the proposal / policy / service <input type="checkbox"/></p> | | | | | |
| <p>5.2 Adjustments</p> <p>If option (2) above is selected please detail what adjustments are needed, who is responsible and how that will be reviewed. Also outline how that will be agreed (ie Committee, CMT).</p> <p>The comments received on the draft SCI may suggest improvements, which will be considered in finalising the SCI for adoption.</p> | | | | | |
| <p>5.3 Decision Making (How will this equality analysis be taken into account during the decision making process? For example will it be included with a report to Committee/CMT? Will it be considered at department level or by a Head of Service? How will community/stakeholders views be taken into account?)</p> <p>The EqIA will accompany the SCI with the report to Strategy & Resources Committee, when seeking approval for consultation. Any comments received during the consultation process will be taken into account when finalising the SCI for adoption.</p> | | | | | |

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| 6.0 Next Steps | | | | | |
| 6.1 If there was a lack of evidence or data held on which to base this assessment, how will that gap be addressed for the future? N/A | | | | | |
| 6.2 Summary of actions highlighted within this analysis (Include how this will be picked up within service/work plans) The SCI consultation will ask a question about the preferred means of reading/accessing consultation documents, for people who are unable to access the internet. Specific accessibility requests for alternative formats or ways of engaging will be responded to in a timely and positive manner. | | | | | |
| 6.3 Arrangements for future monitoring of equality impact of this proposal / policy / service Post adoption of the SCI, every policy consultation will include a set of Equality Monitoring questions that mirror the protected characteristics of the Equality Act 2010. In addition, the council will keep under review any feedback received on how well any consultations have gone and look to continually make improvements, where possible, to future activities. | | | | | |
| 6.4 Approved by (Manager or Head of Service signature and date) M WINSLOW 05.05.21 | | | | | |
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