

Equality impact screening checklist

Remember that your completed checklist will be available to decision-makers and the public, and is therefore open to challenge. Consider what evidence is in place to support your answers.

	Yes	No	Explanation / Evidence
1. Does/will the policy or activity affect the public directly or indirectly?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The NDP forms part of the statutory development plan and will guide future development decisions in the neighbourhood area. It therefore indirectly affects the public.
2. Have there been or likely to be any public concerns about the policy or proposal?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Public consultations (formal and informal) have taken place at a several stages (early engagement, Reg. 14, Reg. 16) and input from the community have shaped the content of the NDP. Any issues raised by the public has been resolved following the Reg 14 consultation and is evidenced in the Consultation Statement.
3. Does the evidence/data show an existing or likely differential impact for any of the protected characteristics (eg. age, sex, disability, race, religion, pregnancy, etc)?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No evidence indicates differential impact on protected groups. The policies aim to deliver on the diverse housing needs and provide positive improvements to the built and natural environmental.
4. Do/will people who have different protected characteristics have different needs, experiences, issues or priorities in relation to this policy or activity?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The steering group have considered the needs all groups within the area and the policies reflect this. The NDP contains provisions for specialist housing needs and for improving accessibility in the area.
5. Could the policy or activity affect how services, commissioning or procurement activities are organised, provided, where and by whom?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The NDP provides non-strategic planning policy for the area and does not introduce changes to service delivery.
6. Could the policy or activity affect our workforce or our employment practices (eg. software purchase, team restructure or relocation, HR policy)?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The NDP provides non-strategic planning policy for the area and does not concern workforce related issues.
7. Have complaints been received from different equality groups about the effect of this policy, proposal or our activities in general (having no complaints does not always mean there is no issue?)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No complaints have been received by specific groups relating to equality matters. NDPs are community-led and comments raised by local residents shape the content of the NDP. The Consultation Statement details how any comments raised have been addressed.

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| 8. Does the policy involve, or will it have an impact upon, eliminating unlawful discrimination, promoting equality of opportunity, or promoting good relations between different groups? | <input checked="" type="checkbox"/> | <input type="checkbox"/> | The NDP includes policies promoting improvements in accessibility, community facilities and housing mix to meet needs of different groups, which all contribute positively to equality of opportunity. |
| 9. Is there likely to be an adverse/negative impact or risks to the organisation, for users, equality groups or staff if the policy or activity is implemented in its current format? | <input type="checkbox"/> | <input checked="" type="checkbox"/> | No negative impacts have been identified. The independent examiner has also found the NDP meets the Basic Conditions, including compatibility with human rights obligations. |

Add up the “yes” column:

2

How many answers are “yes”?:

0: **No impact** – the process is complete.

1-3: **Low impact** – an EIA is not required at this point (you can complete a light-touch EIA now or later if you want to – that is never wrong). But you must still indicate within your documentation and decision papers what [equality factors](#) you have considered. This is a statutory requirement, and is open to challenge and scrutiny.

4-9: **High impact** - a full [EIA](#) is required immediately. The EIA can be reviewed, re-done, or updated at any time as necessary.