

Appendix 2: Equality Impact Assessment

Section 1: Details
1.1 Name of Service
Land Planning Policy
1.2 Title of Proposal
East Dunbartonshire Proposed Local Development Plan 3 (LDP3)
1.3 Is this a new proposal or an update to an existing one? (Yes/No)
Yes
1.4 Officers involved in the EqIA, including name and title
Peter Atkinson (Policy Planner) Richard Todd (Policy Planner) Stewart McNally (Land Planning Policy Team Leader)
1.5 Lead Officer carrying out the EqIA
Peter Atkinson (Policy Planner)
1.6 Date EqIA started
<i>Evidence gathering for EqIA should be started prior to any document drafting or decision making</i>
27/01/2023
1.7 Date EqIA completed
<i>This should allow for the assessment to inform decision-making</i>
First draft completed on 28/03/2023. The EqIA document will be updated at each stage of the LDP3 preparation process.
1.8 What is the purpose and aims of the proposal?
<i>e.g. improve employability of young people aged 18-24 currently not in education, employment or training</i>
Sets out a land use strategy and framework for the growth and development of East Dunbartonshire up to 2038 and beyond. The Plan will provide certainty for the public and private sectors in terms of guiding investment decisions and informing the allocation of resources. It will help to guide development and regeneration strategies by clearly illustrating where and how development should and should not take place.
1.9 Who does the proposal intend to affect as a service user?
<i>e.g. children and young people in East Dunbartonshire, EDC employees, unemployed and underemployed people</i>
As a land use strategy covering the whole of East Dunbartonshire, the Local Development Plan is intended to support the planning system by promoting, facilitating and regulating development in the public interest as a whole. It is therefore relevant to everyone who lives in the area, local businesses and visitors to the area.
1.10 Are there any aspects of the proposal which explicitly address discrimination, victimisation or harassment? Please detail
<i>This question may be returned to after further development of the proposal</i>
Local Development Plan 3 is not intended or expected to address discrimination, victimisation or harassment.
1.11 Are there any aspects of the proposal which explicitly promote equal opportunities? Please detail
<i>This question may be returned to after further development of the proposal</i>
No aspects identified.

1.12 Are there any aspects of the proposal which explicitly foster good relations? Please detail

This question may be returned to after further development of the proposal

The Planning Authority has a duty under the Planning (Scotland) Act 2019 to engage with the public at large during Plan preparation, including in particular the views of disabled persons, Gypsies & Travellers, children and young people, Community Councils and other stakeholders as may be appropriate. It is therefore intended that the preparation of Local Development Plan 3 will through innovative engagement techniques foster good relations between the Planning Authority and the aforementioned groups. The requirement under the Act to facilitate the preparation of Local Place Plans will also engender close relations between the Planning Authority and the public at large.

Section 2: Evidence

Please outline what is known currently about the experiences of people under each characteristic, in relation to the services and/or activities which this proposal addresses. Include relevant sources

e.g. Census or other national data sources, research reports, community consultation, service user monitoring, complaints, service provider experience.

2.1 Age

Including the experiences of young people (age 18 and over) and older people.

This section will be completed following the release of Census 2022 data and work associated with the preparation of the LDP3 Evidence Report.

2.2 Disability

Including the experiences of people with long term limiting health conditions.

This section will be completed following the release of Census 2022 data and work associated with the preparation of the LDP3 Evidence Report.

2.3 Gender Reassignment

Where someone is living part/full time as the opposite gender to their assigned sex at birth.

No impacts identified (see Section 3).

2.4 Marriage and Civil Partnership

This characteristic is only applicable in contexts where the proposal covers employment/employees. An employee or job applicant must not receive unfavourable treatment because they are married or in a civil partnership.

No impacts identified (see Section 3).

2.5 Pregnancy and Maternity

This covers women as soon as they become pregnant. In the workplace this includes pregnancy-related illness. When a woman gives birth or is breastfeeding, this characteristic protects them for 26 weeks.

No impacts identified (see Section 3).

2.6 Race

Including impact relating to race, colour, nationality (including citizenship), ethnic or national origins.

There is a statutory responsibility under the Planning (Scotland) Act 2019 to undertake the preparation of the Local Development Plan in consultation with Gypsies and Travellers, as well as the public at large to understand housing needs. The Land Planning Policy team will seek to consult with ethnic minorities as part of the engagement for the Plan and this will highlight any issues that may be faced with respect to development planning in the Local Authority area. This section will be expanded upon following the release of Census 2022 data and work associated with the preparation of the LDP3 Evidence Report.

2.7 Religion or Belief

Refers to any religion, including lack of religion.

No impacts identified (see Section 3).

2.8 Sex	
<i>Sex can mean either female or male, or a group of people like men or boys, or women or girls.</i>	
No impacts identified (see Section 3).	
2.9 Sexual orientation	
<i>Sexual orientation includes how you choose to express your sexual orientations, such as through appearance, or through the places individuals choose to visit.</i>	
No impacts identified (see Section 3).	
2.10 Other marginalised groups	
<i>Including but not exclusive to the experiences of unpaid carers, homeless people, ex-offenders, people with addictions, care experienced people.</i>	
This section will be completed following the release of Census 2022 data and work associated with the preparation of the LDP3 Evidence Report.	
2.11 Have people who identify with any of the characteristics been involved in the development of the proposal? (Yes or No)	
<i>If yes, please complete Section 2.12 If no, please go to Section 3</i>	
Yes, under the engagement requirements set out in the Planning (Scotland) Act 2019. The engagement strategy for LDP3 also seeks to go further than the requirements of the Act with respect to public consultation.	
2.12 Please outline any involvement or consultation relevant to the proposal which has been carried out or is planned	
<i>Add more rows below as necessary</i>	
Alongside consultation for the Development Plan Scheme and Participation Statement, stakeholders will be consulted at four key stages:	
Evidence Report Preparation (Stage 2)	Call for Ideas & Sites (Stage 4A)
Proposed Plan (Stage 4B)	Examination and Adoption (Stage 5 & Stage 6)

Section 3: Impact	
Based on what is known in Section 2, please outline the impact you expect the proposal to have? Advise whether Possible positive (+) impact or Possible adverse (-) impact or Neutral (~) impact likely	
3.1 Age	
<i>Including impact relating young people (age 18 and over) and older people.</i>	
+	The Planning Authority is required under the Planning (Scotland) Act 2019 to in the Evidence Report for the Plan to set out a summary of action to support and promote the construction and adaptation of housing to meet the housing needs of older people. There is likely to be a positive impact on older people and people with children in terms of improved design and accessibility. This includes access to affordable housing which will be a key priority of the Plan, in terms of availability and integration with market housing.
3.2 Disability	
<i>Including impact relating to long term limiting health conditions.</i>	
+	The Planning Authority is required under the Planning (Scotland) Act 2019 to in the Evidence Report for the Plan set out a summary of action taken to support and promote the construction and adaptation of housing to meet the housing needs of older people and disabled people, as well as an analysis of the extent to which the action has helped to meet those needs. The Evidence Report must also set out the steps taken by the PA in preparing the report to seek the views of disabled persons and must set out the extent to which the views expressed by disabled persons have been taken into account. There is likely to be a positive impact on disabled people in terms of improved design and access to key services and community facilities.
3.3 Gender Reassignment	
<i>Where someone is living part/full time as the opposite gender to their assigned sex at birth.</i>	
~	No impacts identified.

3.4 Marriage and Civil Partnership	
<i>This characteristic is only applicable in contexts where the proposal covers employment/employees. An employee or job applicant must not receive unfavourable treatment because they are married or in a civil partnership.</i>	
~	No impacts identified.
3.5 Pregnancy and Maternity	
<i>This covers women as soon as they become pregnant. In the workplace this includes pregnancy-related illness. When a woman gives birth or is breastfeeding, this characteristic protects them for 26 weeks.</i>	
~	No impacts identified.
3.6 Race	
<i>Including impact relating to race, colour, nationality (including citizenship), ethnic or national origins</i>	
+	The Planning Authority is required under the Planning (Scotland) Act 2019 to in the Evidence Report for the Plan publish a summary of the action taken by the Planning Authority to meet the accommodation needs of Gypsies and Travellers in the Authority's area, as well as an analysis of the extent to which the action has helped to meet those needs. The Evidence Report must also set out the steps taken by the Planning Authority in preparing the report to seek the views of Gypsies & Travellers and the extent to which the views expressed Gypsies & Travellers have been taken into account. Whilst a requirement to engage with people of races other than Gypsies & Travellers has not been specifically detailed in the 2019 Act, the obligation in the act to engage with the public at large and efforts through the engagement strategy to reach minority groups, will ensure all parts of society can participate in the preparation of LDP3.
3.7 Religion or Belief	
<i>Refers to any religion, including lack of religion.</i>	
~	No impacts identified.
3.8 Sex	
<i>Sex can mean either female or male, or a group of people like men or boys, or women or girls.</i>	
~	No impacts identified.
3.9 Sexual orientation	
<i>Sexual orientation includes how you choose to express your sexual orientations, such as through appearance, or through the places individuals choose to visit.</i>	
~	No impacts identified.
3.10 Other	
<i>Including but not exclusive to the experiences of unpaid carers, homeless people, ex-offenders, people with addictions, care experienced people.</i>	
+	There is likely to be a positive impact upon homelessness as improving access to affordable housing for people on modest incomes is a key priority of the Plan.
3.11 Cross Cutting	
<i>Where two or more characteristics above overlap and the proposal affects those people in a specific way</i>	
+	The requirement under the Planning (Scotland) Act 2019 to engage with and gather evidence on the needs of older people, Gypsies & Travellers, disabled people, as well as the public at large, will have a direct positive influence through the development of Local Development Plan 3 policy and spatial strategy related to housing land, town centres, design, quality, place, transport and travel, health and safety and a range of other provisions and policy interventions.

Section 4: Assessment

4.1 Select the assessment result, from 1-4, which applies and give a brief justification:

1. No major change *If this is selected you are confirming that the EQIA demonstrates the budget proposal is robust and there is no possible adverse impact.*

Justification: *If this is selected you must demonstrate that all opportunities to promote equality have already been taken.*

No adverse impacts on equalities have been identified (see Section 3).
2. Continue the proposal <i>If this is selected you are confirming that the EqIA identifies possible adverse impact or missed opportunities but the proposal can be justified</i>
Justification: <i>If this is selected you must set out the justifications for continuing with the proposal in terms of proportionality and relevance. For the more important proposal, more compelling reasons are needed.</i>
N/A
3. Adjust the proposal <i>If this is selected you are confirming that the EqIA identifies possible adverse impact or missed opportunities which suggest the proposal needs to be adjusted.</i>
Justification: <i>If this is selected you must set out the reasons why an adjusted proposal is required. For example to remove unjustifiable barriers or address opportunities that cannot be missed on the balance of proportionality and relevance</i>
N/A
4. Stop and remove the proposal <i>The proposal shows actual or possible unlawful discrimination. It must be halted or significantly changed</i>
Justification: <i>If this is selected you must set out the reasons for halting the proposal or significantly changing it to avoid unlawful discrimination</i>
N/A

Section 5: Actions			
5.1 Please outline how you will monitor the impact of the proposal			
<i>e.g. performance indicators used, other monitoring arrangements, assigned individuals to monitor progress, criteria used to measure outcomes</i>			
<p>The Local Development Plan Regulations and Guidance state that to achieve a delivery focussed system, it is expected that the planning authority will focus on supporting the delivery of the plan following adoption. Monitoring of the impact of Local Development Plan 3 will therefore take place on an on-going basis through an analysis of planning permissions, planning appeal decisions and general development activity throughout the area.</p> <p>Evidence gathering will take place immediately after Plan adoption to inform the preparation of the next Local Development Plan (LDP4). The LDP Delivery Programme is a project management tool that sets out how the Planning Authority proposes to implement the LDP and will demonstrate a clear route to delivery for sites and proposals in the plan. The Delivery Programme will be kept under review and updated at least every two years, or if the Scottish Ministers direct the authority to update it. The Housing Land Audit and Delivery Programme will be used to manage the deliverable Housing Land Pipeline set out in the LDP.</p>			
5.2 Please outline action to be taken in order to:			
<ol style="list-style-type: none"> 1. Mitigate possible adverse negative impact (listed under section 3); 2. Promote possible positive impacts and; 3. Gather further information or evidence 			
No.	Action	Lead	Timescale
1	No adverse negative impact has been identified.	N/A	N/A
2	The Plan as a whole is intended to promote equality, particular in relation to key community facilities and services such as housing, transport connections and town centres. Access to these key facilities is a central theme running throughout the Plan and will be taken into consideration as part of the development management	Land Planning Policy team	Plan period (2028 to 2038)

	process through the determination of planning applications.		
3	See section 5.1 above.	Land Planning Policy team	Plan period (2028 to 2038)

5.3 When is the proposal due to be reviewed

LDPs prepared under the Planning (Scotland) Act 2019 must be prepared at intervals of no more than 10 years or when required by the Scottish Ministers. Planning authorities must keep the plan under review and in doing so, monitor changes in a range of characteristics set out in legislation. LDP4 will be prepared according to these statutory responsibilities.

Section 6 Approval

6.1 Senior Officer who this proposal will be reported by (name and job title)

Please ensure the EDC Equality lead has been contacted regarding this EqlA

Name	Job Title

6.2 Signature

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6.3 Date

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