

Enfield Equality Impact Assessment (EqIA)

Introduction

The purpose of an Equality Impact Assessment (EqIA) is to help Enfield Council make sure it does not discriminate against service users, residents and staff, and that we promote equality where possible. Completing the assessment is a way to make sure everyone involved in a decision or activity thinks carefully about the likely impact of their work and that we take appropriate action in response to this analysis.

The EqIA provides a way to systematically assess and record the likely equality impact of an activity, policy, strategy, budget change or any other decision.

The assessment helps us to focus on the impact on people who share one of the different nine protected characteristics as defined by the Equality Act 2010 as well as on people who are disadvantaged due to socio-economic factors. The assessment involves anticipating the consequences of the activity or decision on different groups of people and making sure that:

- unlawful discrimination is eliminated
- opportunities for advancing equal opportunities are maximised
- opportunities for fostering good relations are maximised.

The EqIA is carried out by completing this form. To complete it you will need to:

- use local or national research which relates to how the activity/ policy/ strategy/ budget change or decision being made may impact on different people in different ways based on their protected characteristic or socio-economic status;
- where possible, analyse any equality data we have on the people in Enfield who will be affected eg equality data on service users and/or equality data on the Enfield population;
- refer to the engagement and/ or consultation you have carried out with stakeholders, including the community and/or voluntary and community sector groups you consulted and their views. Consider what this engagement showed us about the likely impact of the activity/ policy/ strategy/ budget change or decision on different groups.

The results of the EqIA should be used to inform the proposal/ recommended decision and changes should be made to the proposal/ recommended decision as a result of the assessment where required. Any ongoing/ future mitigating actions required should be set out in the action plan at the end of the assessment.

Section 1 – Equality analysis details

Title of service activity / policy/ strategy/ budget change/ decision that you are assessing	Statement of Community Involvement in Planning
Team/ Department	Plan Making Team, Strategic Planning and Design Planning Service, Place Department
Executive Director	Sarah Cary
Cabinet Member	Cllr Nesil Caliskan
Author(s) name(s) and contact details	Hanan Osman- Senior Planning Officer Hanan.Osman@enfield.gov.uk
Committee name and date of decision	N/A

Date the EqIA was reviewed by the Corporate Strategy Service	TBC
Name of Head of Service responsible for implementing the EqIA actions (if any)	Helen Murch
Name of Director who has approved the EqIA	TBC

The completed EqIA should be included as an appendix to relevant EMT/ Delegated Authority/ Cabinet/ Council reports regarding the service activity/ policy/ strategy/ budget change/ decision. Decision-makers should be confident that a robust EqIA has taken place, that any necessary mitigating action has been taken and that there are robust arrangements in place to ensure any necessary ongoing actions are delivered.

Section 2 – Summary of proposal

Please give a brief summary of the proposed service change / policy/ strategy/ budget change/project plan/ key decision

Please summarise briefly:

What is the proposed decision or change?
What are the reasons for the decision or change?
What outcomes are you hoping to achieve from this change?
Who will be impacted by the project or change - staff, service users, or the wider community?

The Statement of Community Involvement is to be revised.

The Statement of Community Involvement (SCI) is an important planning document that sets out how and when local residents, community groups and stakeholders can be involved in the planning process, both in the production of new planning policy documents and the consultation of planning applications for new development.

There is a legal requirement on Local Planning Authorities (LPAs) to produce a Statement of Community of Involvement and keep it updated. The most recent SCI was adopted in January 2021.

The 2021 update provided a series of alterations to bring the statement in line with the changes in legislation related to policy making and development management. It has also placed greater emphasis on meaningful community engagement, in the light of temporary legislation, guidance and national social distancing measures introduced by government as result of the Covid-19 pandemic. It was published during a time where the Council was unable to operate community consultation on planning policy documents and a variety of application types. As the restrictions associated with COVID-19 meant that consultation methods undertaken over recent years were not possible, such as placing hard copy documents 'on deposit' at different venues and face-to-face meetings.

However, these are no longer in force and this updated SCI seeks to reflect this change whilst also providing expectations in relation to pandemics/ temporary changes, to ensure that the Council continues its planning process, in assessing planning applications and making progress on the emerging Local Plans and Neighbourhood Plans.

Furthermore, our approach to community engagement have been reviewed and revised, in response to the feedback received from the publication of the draft Enfield Local Plan 2021. To ensure that effective community engagement is possible by means which are reasonably practicable, in line with changes to legislation and national guidance as well as internal best practices.

The revised SCI has been prepared under the Planning and Compulsory Purchase Act 2004 (as amended) as required by S.18 of the Town and Country Planning (Local Planning) (England) Regulations 2012, the Town and Country Planning (Development Management Procedure) (England) Order 2010 and the National Planning Policy Framework (NPPF) 2012.

What outcomes are you hoping to achieve from this change?

The revised SCI seeks to ensure the active, meaningful and continued involvement of local communities and stakeholders in planning. It sets out a consultation strategy for the Council's planning functions including:

- How, when and who will be consulted throughout the preparation stages of the Local Plan and other planning documents with clear indication of opportunities for engagement;
- Current statutory procedures in dealing with planning applications and appeals which include provisions for consultation on planning applications again with clear indication of opportunities for engagement. It also specifies bodies to be consulted, depending on the type of planning application together with guidance on requirements for statutory notices to be served on adjacent premises regarding prior approvals for householder extensions;
- More expectations are also set out for how developers to engage with the local community before submitting a planning application;
- It references key changes in planning legislation, regulations and guidance policy relevant since the 2021 update;
- It refers to The Neighbourhood Plan Act 2017 and describes the latest regulations, changes in national planning policy and guidance to provide the opportunity for community groups (as designated neighbourhood forums) to prepare their own neighbourhood plans. It also explains the roles of both the Neighbourhood Forum role and the Council alongside the key stages;
- It sets out expectations in relation to global pandemics/ temporary changes, to ensure that the Council continues its planning processes of planning policy documents and on various planning application types;
- It outlines how we will consult on any changes to the Enfield community infrastructure levy in terms of how it is charged and administered following the recent amendments to the CIL regulations; and
- Finally, it sets out how the Council is exploring new ways to consult through the use of digital technology platforms to reach out to residents more effectively.

Who will be impacted by the project or change - staff, service users, or the wider community?

The SCI is the Council's consultation and engagement framework for the Planning process. The overall goal is to strengthen the relationship with communities in Enfield. By enabling early involvement in the planning process to help empower individuals and community groups to have a say on planning decisions and the subsequent developments that arise. This would also enable people to feel more in touch with what is happening in their area and how to make a real difference to their surroundings within the context of

providing the appropriate level of growth, supporting infrastructure and the development of strong and sustainable communities.

The Council is committed to treating everyone fairly and justly, whatever their age, race or background and wants to ensure that everyone gets an opportunity to be involved in the planning process especially those with protected characteristics.

Section 3 – Equality analysis

This section asks you to consider the potential differential impact of the proposed decision or change on different protected characteristics, and what mitigating actions should be taken to avoid or counteract any negative impact.

According to the Equality Act 2010, protected characteristics are aspects of a person's identity that make them who they are. The law defines 9 protected characteristics:

1. Age
2. Disability
3. Gender reassignment.
4. Marriage and civil partnership.
5. Pregnancy and maternity.
6. Race
7. Religion or belief.
8. Sex
9. Sexual orientation.

At Enfield Council, we also consider socio-economic status as an additional characteristic.

“Differential impact” means that people of a particular protected characteristic (eg people of a particular age, people with a disability, people of a particular gender, or people from a particular race and religion) will be significantly more affected by the change than other groups. Please consider both potential positive and negative impacts, and provide evidence to explain why this group might be particularly affected. If there is no differential impact for that group, briefly explain why this is not applicable.

Please consider how the proposed change will affect staff, service users or members of the wider community who share one of the following protected characteristics.

Detailed information and guidance on how to carry out an Equality Impact Assessment is available [here](#). (link to guidance document once approved)

Age

This can refer to people of a specific age e.g. 18-year olds, or age range e.g. 0-18 year olds.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people of a specific age or age group (e.g. older or younger people)?

Please provide evidence to explain why this group may be particularly affected.

There are no impacts on age that have been identified at this stage and that this Statement of Community Involvement in Planning does not proposed change to service/policy/budget.

According to the 2021 Census, Enfield's population in March 2021 was estimated to be 330,000¹. There has been an increase of all age groups over 30 years. The age groups that have risen are 50 – 75, in particular 50- 59 age groups which grew by nearly a third (29%) and the number of 90+ age group increased by a quarter. Whereas the numbers of very young children under 10 fell by 3%.

The SCI seeks to use a range of consultation methods to ensure that consultation is suitable to a broad demographic. There are no foreseen negative impacts to people based on their age, as the SCI is for all people living and working in borough who want to get involved in the planning system.

We recognise that there are some older people who are less mobile and would benefit from online consultation, however there are some older people may not have access or skills to engage with digital engagement platforms. Younger generations may also experience, similarly issues in lack of access or skills. We consider such groups which are seldom heard and we would use specific engagement strategies, through inclusive digital engagement or face-to-face engagement, where possible.

Mitigating actions to be taken

While the SCI sets out new ways to consult using digital technology platforms to reach out to residents more effectively, it also provides various methods of engagement alternatives to digital consultation to help facilitate those who may not have access to the internet.

Our approach is to meet with selected stakeholders and key interest groups (representing various groups), such meeting would be held face to face or online. In order to identify key issues, by bring together various key bodies involved and achieving consensus with other strategies and initiatives. It is worth noting that the SCI does not set out, specific bodies, these may change over time.

For those who are not digitally enabled, the Council will continue to use other forms of communication such as making documents available at the borough's Libraries. We would also work with the Library Hubs and link to Digital Inclusion, to ensure as many people as possible can get involved in a consultation as set out in the SCI. We will ensure the

¹ ONS, [Population and household estimates, England and Wales: Census 2021](#)

Council's website is easy to understand and clearly sets out how we will undertake community engagement to assist with this. We will produce information in Plain English to help ensure those with communication needs can participate in engagement and consultation activities.

We will continue to monitor and review the Action Plan for Mitigating Actions (in section 5) and use of Statement of Community Involvement to ensure that the likelihood of negative impacts arising is minimal.

We will monitor the age of those participating, providing a link to the Council's agreed monitoring categories, so we can review whether younger or older people have been able to contribute and better understand their views.

Disability

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on the person's ability to carry out normal day-day activities.

This could include: physical impairment, hearing impairment, visual impairment, learning difficulties, long-standing illness or health condition, mental illness, substance abuse or other impairments.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people with disabilities?

Please provide evidence to explain why this group may be particularly affected.

There are no impacts on disability that have been identified at this stage. The revised Statement of Community Involvement in Planning does not propose change to service/policy/budget.

In the 2021 Census, 7.3% of Enfield residents said they were disabled under the Equality Act 2010 and their day to day activities were limited a lot. Whilst, a further 8% said they were disabled under the Equality Act 2010 and their day to day activities were limited a little.² This amounts to 44,900 people and 13.6% of the total population.

Data from the Integrated Learning Disabilities Service predicts that 919 of the population in the borough aged 18-64 who have a moderate or severe learning disability.

As of 1 May 2021, there are 4041 children and young people who have an Education and Health Care Plan maintained by the Council. Of these, 28% are girls and 72% are boys. While 37% of all pupils in Enfield with an EHCP have speech, language and communication needs.

There are no foreseen negative impacts to people based on their disability, as the SCI is for all people living and working in borough who want to get involved in the planning system.

² Census 2021

[https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/healthandwellbeing/bulletins/disabilityenglandandwales/census2021#:~:text=In%202021%2C%20across%20both%20England,19.5%25%20\(10.0%20million\).](https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/healthandwellbeing/bulletins/disabilityenglandandwales/census2021#:~:text=In%202021%2C%20across%20both%20England,19.5%25%20(10.0%20million).)

We will produce information that is easy to read, in order to help those with learning difficulties and special educational needs to participate in engagement and consultation activities. We recognise that people with limited or impaired mobility would benefit from online consultation, although events would be held in accessible venues. However, it is important that plans or development schemes identify any negative impacts on this group and how to these might be mitigated. We seek meaningful and inclusive approaches to community engagement through inclusive digital engagement or face-to-face engagement, where possible.

Mitigating actions to be taken

Given that people's disability needs vary, we will provide a range of options to ensure participation in consultation events. The onus will be on those carrying out the consultation to identify and address any negative impacts, to use suitable engagement materials and venues with access for everyone.

We will actively target disability groups to understand/accommodate needs. We will ensure the Council's website is easy to understand and clearly sets out how we will undertake community engagement to assist with this, should any participant require information in different formats or large print. Furthermore, we will produce information in Plain English to help ensure those with communication needs can participate in engagement and consultation activities.

We would also work with the Library Hubs and link to Digital Inclusion, to ensure as many people as possible can get involved in a consultation as set out in the SCI. Where relevant we will draw attention to the 'Reach Deck tool bar' functionality within the Council's website, it enables text on webpages to be 'spoken'. Moreover, where possible we will contact the Voluntary and Community Sector organisations, to ask them to signpost their service users to our community involvement activities.

We will continue to monitor and review the Action Plan for Mitigating Actions (in section 5) and use of Statement of Community Involvement to ensure that the likelihood of negative impacts arising is minimal.

We will monitor whether those participating have a disability, providing a link to the Council's agreed monitoring categories, so we can review whether disabled people have been able to contribute and better understand their views.

Gender Reassignment

This refers to people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on transgender people?

Please provide evidence to explain why this group may be particularly affected.

For the first time ever, the 2021 version of the Census included questions about gender identity for respondents aged sixteen and over. These questions were optional, and significant numbers of respondents chose not to answer them (9%).

In Enfield, 2,800 people aged 16 and over declared a gender identity different from the sex they were registered with at birth -representing 1.1% of the total -a higher rate than in London and the national average.³

No equality impacts have been identified at this stage that is specific to this equality group.

Mitigating actions to be taken

We will monitor the number of those participating who consider themselves to be trans so that we can review whether people who consider themselves to be trans have been able to participate and enable us to better understand their views.

We will continue to monitor and review the Action Plan for Mitigating Actions (in section 5) and use of Statement of Community Involvement to ensure that the likelihood of negative impacts arising is minimal.

Marriage and Civil Partnership

Marriage and civil partnerships are different ways of legally recognising relationships. The formation of a civil partnership must remain secular, where-as a marriage can be conducted through either religious or civil ceremonies. In the U.K both marriages and civil partnerships can be same sex or mixed sex. Civil partners must be treated the same as married couples on a wide range of legal matters.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people in a marriage or civil partnership?

Please provide evidence to explain why this group may be particularly affected.

No equality impacts have been identified at this stage that is specific to this equality group.

³ Census 2021 gender identity

<https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/genderidentity/bulletins/genderidentityenglandandwales/census2021#:~:text=A%20total%20of%2045.4%20million,their%20sex%20registered%20at%20birth.>

Mitigating actions to be taken

We will monitor whether people who are married and those in a civil partnership have participated in the consultation, providing a link to the Council's agreed monitoring categories, so that we can review whether people with these protected characteristics have been able to participate and enable us to better understand their views.

We will continue to monitor and review the Action Plan for Mitigating Actions (in section 5) and use of Statement of Community Involvement to ensure that the likelihood of negative impacts arising is minimal.

Pregnancy and maternity

Pregnancy refers to 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.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on pregnancy and maternity?

Please provide evidence to explain why this group may be particularly affected.

In 2020, there were 4,086 live births in Enfield.⁴ The 2021 census revealed that birth rates dropped by around 20% between 2015 and 2020.

No equality impacts have been identified at this stage that is specific to this equality group.

As planning will host events in accessible locations and will provide online materials it is unlikely to impact on pregnant women or anyone on maternity or paternity leave.

Where people are caring for children, it may be difficult for them to engage in consultation events and meetings. A number of the planning policy consultation events take place within and outside of usual working hours to try and ensure residents and businesses are able to engage in the process. Planning applications are available for public inspection online and can be accessed at any time of the day.

Mitigating actions to be taken

We will monitor whether people who are pregnant or on maternity have participated in the consultation, providing a link to the Council's agreed monitoring categories, so that we can review whether people with these protected characteristics have been able to participate and enable us to better understand their views.

We will continue to monitor and review the Action Plan for Mitigating Actions (in section 5) and use of Statement of Community Involvement to ensure that the likelihood of negative impacts arising is minimal.

⁴ ONS 2020

Race

This refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people of a certain race?

Please provide evidence to explain why this group may be particularly affected.

There are no impacts on race that have been identified at this stage. The revised Statement of Community Involvement in Planning does not proposed change to service/policy/budget.

The 2021 Census data indicates that, compared to the average for London boroughs, Enfield had a slightly smaller White UK group (at 33.2% of total population), and relatively large numbers in the 'Other White' group (18.6%) and in Black groups (18.2%).

Over ninety languages were spoken as a main or only language by Enfield residents as at the 2011 Census, with the most widely spoken being English (77% of residents), Turkish (6%), Polish (2%) and Greek (1.6%). Among schoolchildren, 80% speak English as a first language although 189 languages or dialects have been recorded among pupil records.

We recognise that there may be challenges in engaging all racial groups due to language barriers, where English is not their first language, that may struggle with complex language and long documents associated with planning or cultural differences.

Mitigating actions to be taken

We will continue to monitor and review the Action Plan for Mitigating Actions (in section 5) and use of Statement of Community Involvement to ensure that the likelihood of negative impacts arising is minimal.

Given the importance of effective communication especially, in cases where language is a barrier, we aim to produce documents in plain English and will provide a range of options to ensure participation in consultation events. The onus will be on those carrying out the consultation to identify and address any negative impacts, to use suitable engagement materials and translation services.

Translated versions of plans will be made available on request where possible. We will also ensure the Council's website is easy to understand and clearly sets out how we will undertake community engagement to assist with this, the text on the Council can be translated if it's HTML.

Furthermore, we will monitor the ethnicity of those participating, providing a link to the Council's agreed monitoring categories, so that we can review whether people from

different ethnicities have been able to participate and enable us to better understand the views of people from different ethnic groups.

Religion and belief

Religion refers to a person's faith (e.g. Buddhism, Islam, Christianity, Judaism, Sikhism, Hinduism). Belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who follow a religion or belief, including lack of belief?

Please provide evidence to explain why this group may be particularly affected.

There are no impacts on religion and belief that have been identified at this stage. The revised Statement of Community Involvement in Planning does not proposed change to service/policy/budget.

As at 2021, Christianity was the most abundantly practised religion (46% of residents), followed by No Religion (20%) and Islam (17%). The proportions of people following each faith are thought to have declined in the intervening years, with the exception of the No Religion group, which has grown correspondingly.

Mitigating actions to be taken

We will continue to monitor and review the Action Plan for Mitigating Actions (in section 5) and use of Statement of Community Involvement to ensure that the likelihood of negative impacts arising is minimal.

Given the importance of reaching wide range of demographics, the onus will be on those carrying out the consultation to take in consideration, consultations running over religious festivals.

Furthermore, we will monitor the religion and beliefs of those participating, providing a link to the Council's agreed monitoring categories, so that we can review whether people from different religions and beliefs have been able to participate and enable us to better understand the views of people from different ethnic groups

Sex

Sex refers to whether you are a female or male.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on females or males?

Please provide evidence to explain why this group may be particularly affected.

No equality impacts have been identified at this stage that is specific to this equality group.

According to the 2021 Census, females make up 52.3% of Enfield's population overall, but males outnumber females in every individual year of age up to 20 years, with women outnumbering men in virtually every age thereafter.

Mitigating actions to be taken

We will continue to monitor and review the Action Plan for Mitigating Actions (in section 5) and use of Statement of Community Involvement to ensure that the likelihood of negative impacts arising is minimal.

We will monitor the sex of those participating, providing a link to the Council's agreed monitoring categories, so that we can review whether both male and females have been able to participate and enable us to better understand the views of people from different sexes.

Sexual Orientation

This refers to whether a person is sexually attracted to people of the same sex or a different sex to themselves. Please consider the impact on people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people with a particular sexual orientation?

Please provide evidence to explain why this group may be particularly affected.

For the first time ever, the 2021 version of the Census included questions about sexual orientation for respondents aged sixteen and over. These questions were optional, and significant numbers of respondents chose not to answer them (10%). In Enfield, around 6,000 residents declared their sexual orientation to be other than Straight or Heterosexual, representing 2.2% of people aged 16 years and above.⁵

⁵ Census 2021 sexual orientation
<https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualorientationenglandandwales/census2021>

No equality impacts have been identified at this stage that is specific to this equality group.

Mitigating actions to be taken

We will monitor the sexuality of those participating, providing a link to the Council's agreed monitoring categories, so that we can review whether people of all sexualities have been able to participate and enable us to better understand their views.

We will continue to monitor and review the Action Plan for Mitigating Actions (in section 5) and use of Statement of Community Involvement to ensure that the likelihood of negative impacts arising is minimal.

Socio-economic deprivation

This refers to people who are disadvantaged due to socio-economic factors e.g. unemployment, low income, low academic qualifications or living in a deprived area, social housing or unstable housing.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who are socio-economically disadvantaged?

Please provide evidence to explain why this group may be particularly affected.

The revised Statement of Community Involvement in Planning does not proposed change to service/policy/budget, there are no precise impacts on socio-economic deprivation that have been identified at this stage. Although, reviewing our current approach to consultation in planning and setting out new actions to make consultation more accessible would have a positive social impact.

Enfield is among the most deprived 25% of local authority areas in England, according to the Indices of Deprivation 2019. According to the Enfield Poverty and Inequality Commission's published document "All things being Equal" (January 2020) Enfield has risen from being the 12th to the 9th most deprived London borough between 2015 and 2019. 27% of households in the Borough are in poverty after housing costs and one in three children are living in poverty. The unemployment rate is higher than in London and England. 11.4% of Enfield households have an annual gross household income of less than £15,000 (as at 2022), and 35% have an income lower than £30,000.

We seek meaningful and inclusive approaches to community engagement through digital engagement or face-to-face engagement, where possible. We understand that this could have a potential impact on those from a lower socio-economic background who may not have access or limited access to the internet. When face-to-face engagement is possible, they might not be unable to afford the cost of transport to attend consultation events.

There are no foreseen negative impacts to people based on their socio-economic background, as the SCI is for all people living and working in borough who want to get involved in the planning system.

Mitigating actions to be taken.

We will continue to monitor and review the Action Plan for Mitigating Actions (in section 5) to ensure that the likelihood of negative impacts arising is minimal.

Given that people's socio-economic positions vary, we will provide a range of options to ensure participation in consultation events, for instance by holding events in local areas as much as possible. The access to library hubs will enable internet access and we will ensure the Council's website is easy to understand and clearly sets out how we will undertake community engagement to assist with this.

The onus will be on those carrying out the consultation to identify and address any negative impacts, such as holding events in local areas use and directly targeting selected stakeholders and key interest groups to identify key issues.

We would also work with the Library Hubs and link to Digital Inclusion, to ensure as many people as possible can get involved in a consultation as set out in the SCI.

We will monitor the socio-economic circumstances of those participating. This may include asking respondents for their postal district so we can understand whether people from the most deprived wards in the borough have had an opportunity to participate, and to understand their views.

Section 4 – Monitoring and review

How do you intend to monitor and review the effects of this proposal?

Who will be responsible for assessing the effects of this proposal?

The effectiveness of the Council's approach to consultation in planning will be monitored through the Local Plan Monitoring Process, which aligns with corporately agreed equalities monitoring. Equal Opportunities Monitoring screening forms will be undertaken for all Local Plan documents

As best practice, an EqlA is also prepared to accompany the production of revised Local Plan and Supplementary Planning Documents. The general effectiveness of planning policies within the Local Plan is monitored yearly through the authorities Monitoring Report.

Section 5 – Action plan for mitigating actions

Any actions that are already completed should be captured in the equality analysis section above. Any actions that will be implemented once the decision has been made should be captured here.

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments
It will be important to review and monitor the impact of new SCI on equalities issues once it is adopted.	To report on any equality matters raised, through individual Local Plan document consultations.		2023 onwards		The Council will ensure that Community Involvement in the preparation of the Local Plan and planning applications is in accordance with its policies on fairness and equalities.