

HDC Initial Equality Impact Assessment Form (EIA1)

Service Area/Section	Development Control		Persons undertaking the assessment (please also state name of contact officer)		Gareth Jones
Name of policy or function to be assessed	Development Control Service	Date of assessment	27.03.09	New or existing policy	Existing
1. Briefly describe the aims, objective or purpose of the policy, or service function.	Protect and enhance the built and natural environment of the District and promote sustainable development in accordance with the Council's vision and objectives via the determination of all applications for planning permission, listed building consent, conservation area consent, advertisement consent, 'prior notifications', applications for hedgerow removal or related remedial notices, applications to undertake works to trees, applications by other authorities and applications for Hazardous Substances Consent, enforcement notices, making of Tree Preservation Orders, and defending the Council's DC decisions at appeal.				
2. Are there any associated objectives of the policy/function?	Support the Council's planning enforcement service within the Licensing and Enforcement Team of the Health and Enforcement Service area.				
3. Who is intended to benefit from this policy and in what way?	<p>Developers, property owners and/or their agents applying for various consents under planning, conservation and building control regulations.</p> <p>Members of the community seeking information about development proposals affecting them, making representation to influence the Council's determination of such applications, needing access to information about the processes being undertaken within the service to determine such applications and who experience / use the development outcomes of the DC process</p>				
4. What outcomes are wanted from this policy/function and for whom?	Preservation and enhancement of the built and natural environment of the District and delivery of sustainable accessible patterns of development / land uses in accordance with prevailing land use planning policy.				
5. How do these outcomes meet or hinder other policies, values, or objectives of HDC?	Development Control facilitates housing delivery and support the planning enforcement service delivered by Health and Environment Services				
6. What factors/forces could	Retention and recruitment of suitably qualified staff could affect our ability to meet all of the Councils Statutory				

<p>contribute/detract from the intended outcomes?</p>	<p>Obligations.</p> <p>Changes in legislation.</p> <p>Economic down turn resulting in less demand for development (esp housing) and reduced fees income</p> <p>Lack of allocated land for new development (esp housing allocations)</p>		
<p>7. Who are the main stakeholders in relation to this policy?</p>	<ul style="list-style-type: none"> • Developers, property owners and/or their agents applying for planning consents. • Members of the community / public • Council Members (e.g. as Ward Councillors, Leader, Portfolio Holders or Members of the Planning Committee etc.) • 'The Council' (e.g. Senior Management Team or other Heads of Service) • Statutory / other consultees (e.g. Parish Councils, Environment Agency, LCC etc). 	<p>8. Who implements the policy/function and is responsible for the policy?</p>	<p>Development Control Manager</p>
<p>9. Are there any concerns that the policy/function could have a differential impact on racial groups?</p>	<p>Y</p>	<p>N ✓</p>	
<ul style="list-style-type: none"> • What existing evidence (either presumed or otherwise) do you have for this? 			<p>There is very limited information available at present re ethnicity of service users. However, there is no evidence from customer consultation feedback that there are any barriers to using the service.</p>
<p>10. Are there any concerns that the policy/function could have a differential impact due to gender?</p>	<p>Y</p>	<p>N ✓</p>	
<ul style="list-style-type: none"> • What existing evidence (either presumed or otherwise) do you have for this? 			<p>The DC Team has a good gender balance through out. The council will shortly be undergoing an equal pay review and local labour mapping exercise. There is very limited information available at present re gender of service users, however, there is no evidence from customer consultation feedback that there are any gender specific service issues / barriers.</p>
<p>11. Are there any concerns that the policy/function could have a differential impact due to disability?</p>	<p>Y</p>	<p>N ✓</p>	
<ul style="list-style-type: none"> • What existing evidence (either presumed or otherwise) do you have for this? 			<p>The Development Control Service makes a positive contribution by helping to deliver development which complies with Part M of the Building Regulations (Access to and use of Buildings).</p> <p>Officers encourage designers and builders to make all types of buildings (newly erected, altered or extended) accessible to all users.</p>

	No fees are charged for applications submitted by or on behalf of people who are registered disabled for development intended to improved facilities within their properties.
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12. Are there any concerns that the policy/function could have a differential impact due to sexual orientation?	Y	N ✓	
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			<p>There is no evidence to support this view other than there being no complaint history in respect of the service area.</p> <p>Current recruitment policies do not discriminate on grounds of sexual orientation.</p>
13. Are there any concerns that the policy/function could have a differential impact due to age?	Y	N ✓	
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			<p>The Development Control service makes no differentiation between age groups when carrying out its statutory functions. This is confirmed as there is no evidence from customer consultation feedback that there are any age barriers to using the service</p>
14. Are there any concerns that the policy/function could have a differential impact due to religious belief?	Y	N ✓	
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			<p>There is no evidence to suggest that the Development Control service or the relevant legislation, policy or guidance discriminate against persons with different religious beliefs.</p>
15. Are there any concerns that the policy/function could have a differential impact due to people having dependants/caring responsibilities?	Y	N ✓	
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			<p>There is no evidence to support this view other than there being no complaint history in respect of the service area.</p> <p>Current recruitment policies do not discriminate against people having dependants/caring responsibilities and the service has gone to reasonable lengths to facilitate flexible working (three officer are currently in job share or reduced hours roles to accommodate dependents responsibilities)</p>
16. Could any differential impact identified in 9-15 amount to there being the potential for adverse impact in this policy?	Y	N ✓	

17. Can any adverse impact be justified on the grounds of promoting equality of opportunity for one or more groups or any other reason?	Y	N ✓	
18. Should the policy proceed to a full impact assessment?	Y	N ✓	
19. If no, are there any recommended changes required to the service to improve it around the equality agenda?	<p>Greater understanding of our customers and their specific needs (robust analysis of surveys/meaningful data collection). In line with all other areas of the Council, thought needs to be given to the approach to future stakeholder engagement including engagement with the public.</p> <p>Disabled people and people who read or speak little or no English could be affected through the ways in which information is made available and lack of understanding of how decisions are made. There are also language issues due to the technical nature of the legislation.</p>		

Additional notes/guidance (Policy Officer)	There is a need to review collection and monitoring of key data corporately to ensure that we are monitoring against the six equality strands (race, gender, disability, age, faith or belief, and sexuality).
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Signed (completing officer) Date / /

Signed (EIA policy officer) Date / /

Signed (Head of Service) Date / /