

Equality Impact Analysis Form

1. Equality Impact Analysis (EIA) Form

Title of EIA (policy/change it relates to)	Harlow and Gilston Garden Town Vision and Design Guide	Date	15 November 2018
Team/Department	Policy & Implementation Team		
Focus of EIA What are the aims of the new initiative? Who implements it? Define the user group impacted? How will they be impacted?	<p>The report seeks to agree and endorse the Vision and Design Guide documents for the Garden Town as material planning considerations for the preparation of masterplans, pre-application advice, assessing planning applications and any other DM purposes for sites within the Harlow and Gilston Garden Town. (See Executive Report 11 December 2018).</p> <p>The decision supports the implementation of policies within the Council's District Plan, which was adopted on 23 October 2018 and was subject to an EqIA. This assessment demonstrated that the District Plan will generally benefit all people who live, work and visit East Herts to some degree. While the Plan will have no impact on certain groups, there will be positive impacts for particular sections of the community as defined in the Equality Act 2010, specifically for race, disability, age, religion or belief, being pregnant or having a child. In addition, the Plan will have positive impacts on those disadvantaged by socioeconomic factors, and some residents who live in the rural area of East Herts. No specific impacts were identified in relation to the equality groups defined by gender, sexual orientation, transgender or those who are married or in a civil partnership.</p>		

2. Review of information, equality analysis and potential actions

Please fill in when appropriate to the change. If it does not, please put N/A

Protected characteristics groups from the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff		What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts (actual and potential, positive and negative. Clearly state each)	What can you do? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
Age	Under 20 20-24 25-29 30-44 45-59 60-64 65-74 75-84 85-89 90	24.2% 4.5% 5.5% 19.8% 22.9% 5.4% 9.6% 5.6% 1.6% 0.9%	See summary of consultation responses at ERP 'G'.	The Vision and Design Guide seek to create communities that are inclusive for all ages. The Vision seeks to ensure balanced, diverse and functional communities. The Garden Town will provide a range of homes to cater for the needs of residents at all stages of life and abilities. New buildings will be designed to adapt to changing needs	To foster good relations and reduce social isolation all villages and neighbourhoods will be designed with an open street network that integrates with surrounding areas. Neighbourhoods and villages will also provide walkable everyday activities, including a vibrant mix of community uses and social infrastructure.

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				and lifestyles, with capacity to accommodate the needs of an ageing society.	
Disability	11,663 households in East Herts have one person in household with a long-term health problem or disability.		See summary of consultation responses at ERP 'G'.	All new developments will be designed to be compliant with the Building Regulations on disabled access. Networks of open spaces will provide benefits for residents' physical and mental health. New buildings will be designed to adapt to changing needs and lifestyles.	To foster good relations and reduce social isolation all villages and neighbourhoods will be designed with an open street network that integrates with surrounding areas. Neighbourhoods and villages will also provide walkable everyday activities, including a vibrant mix of community uses and social infrastructure.

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Gender reassignment	Not known	See summary of consultation responses at ERP 'G'.	No Impact	To foster good relations and reduce social isolation all villages and neighbourhoods will be designed with an open street network that integrates with surrounding areas. Neighbourhoods and villages will also provide walkable everyday activities, including a vibrant mix of community uses and social infrastructure.
Pregnancy and maternity	Not known	See summary of consultation responses at ERP 'G'.	The Vision and Design Guide seek to create communities that are inclusive for all individuals. New buildings will	To foster good relations and reduce social isolation all villages and neighbourhoods will be designed with an open street network that integrates with

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				be designed to adapt to changing needs and lifestyles, for example capacity to accommodate growing households.	surrounding areas. Neighbourhoods and villages will also provide walkable everyday activities, including a vibrant mix of community uses and social infrastructure.
Race	<p>White</p> <p>English/Welsh/Scottish/Northern Irish/British</p> <p>Irish</p> <p>Gypsy or Irish Traveller</p> <p>Other White</p> <p>Mixed/multiple ethnic groups</p> <p>White and Black Caribbean</p> <p>White and Black African</p> <p>White and Asian</p> <p>Other Mixed</p> <p>Asian/Asian British</p> <p>Indian</p> <p>Pakistani</p>	<p>95.47%</p> <p>90.25%</p> <p>1.14%</p> <p>0.04%</p> <p>4.04%</p> <p>1.61%</p> <p>0.45%</p> <p>0.15%</p> <p>0.62%</p> <p>0.38%</p> <p>1.95%</p> <p>0.73%</p> <p>0.15%</p>	See summary of consultation responses at ERP 'G'.	The Vision and Design Guide seek to create communities that are inclusive for all individuals.	To foster good relations and reduce social isolation all villages and neighbourhoods will be designed with an open street network that integrates with surrounding areas. Neighbourhoods and villages will also provide walkable everyday activities, including a vibrant mix of community uses and social

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	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: right;">Bangladeshi</td> <td style="text-align: right;">0.20%</td> </tr> <tr> <td style="text-align: right;">Chinese</td> <td style="text-align: right;">0.37%</td> </tr> <tr> <td style="text-align: right;">Other Asian</td> <td style="text-align: right;">0.49%</td> </tr> <tr> <td style="text-align: right;">Black/African/Caribbean/Black British</td> <td style="text-align: right;">0.71%</td> </tr> <tr> <td style="text-align: right;">African</td> <td style="text-align: right;">0.43%</td> </tr> <tr> <td style="text-align: right;">Caribbean</td> <td style="text-align: right;">0.22%</td> </tr> <tr> <td style="text-align: right;">Other Black</td> <td style="text-align: right;">0.07%</td> </tr> <tr> <td style="text-align: right;">Other ethnic group</td> <td style="text-align: right;">0.26%</td> </tr> <tr> <td style="text-align: right;">Arab</td> <td style="text-align: right;">0.10%</td> </tr> <tr> <td style="text-align: right;">Any other ethnic group</td> <td style="text-align: right;">0.16%</td> </tr> </table>	Bangladeshi	0.20%	Chinese	0.37%	Other Asian	0.49%	Black/African/Caribbean/Black British	0.71%	African	0.43%	Caribbean	0.22%	Other Black	0.07%	Other ethnic group	0.26%	Arab	0.10%	Any other ethnic group	0.16%				infrastructure.
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Religion or belief	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: right;">Christian</td> <td style="text-align: right;">62.75%</td> </tr> <tr> <td style="text-align: right;">Buddhist</td> <td style="text-align: right;">0.32%</td> </tr> <tr> <td style="text-align: right;">Hindu</td> <td style="text-align: right;">0.45%</td> </tr> <tr> <td style="text-align: right;">Jewish</td> <td style="text-align: right;">0.33%</td> </tr> <tr> <td style="text-align: right;">Muslim</td> <td style="text-align: right;">0.72%</td> </tr> <tr> <td style="text-align: right;">Sikh</td> <td style="text-align: right;">0.12%</td> </tr> <tr> <td style="text-align: right;">Other religion</td> <td style="text-align: right;">0.32%</td> </tr> <tr> <td style="text-align: right;">No religion</td> <td style="text-align: right;">27.75%</td> </tr> <tr> <td style="text-align: right;">Religion not stated</td> <td style="text-align: right;">7.26%</td> </tr> </table>	Christian	62.75%	Buddhist	0.32%	Hindu	0.45%	Jewish	0.33%	Muslim	0.72%	Sikh	0.12%	Other religion	0.32%	No religion	27.75%	Religion not stated	7.26%		See summary of consultation responses at ERP 'G'.	The Vision and Design Guide seek to create communities that are inclusive for all individuals. High quality cultural facilities will meet the needs of residents, workers and visitors to be	To foster good relations and reduce social isolation all villages and neighbourhoods will be designed with an open street network that integrates with surrounding areas. Neighbourhoods and villages will also provide walkable everyday		
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				Garden Town.	activities, including a vibrant mix of community uses and social infrastructure.
Sex/Gender	The district is 51% female and 49% male		See summary of consultation responses at ERP 'G'.	No Impact	To foster good relations and reduce social isolation all villages and neighbourhoods will be designed with an open street network that integrates with surrounding areas. Neighbourhoods and villages will also provide walkable everyday activities, including a vibrant mix of community uses and social infrastructure.
Sexual orientation	Not known		See summary of consultation responses at ERP	No impact	To foster good relations and reduce social isolation all villages and

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			'G'.		neighbourhoods will be designed with an open street network that integrates with surrounding areas. Neighbourhoods and villages will also provide walkable everyday activities, including a vibrant mix of community uses and social infrastructure.
Marriage and civil partnership	Single Married Civil partnership Separated Divorced Widowed	30.5% 52.3% 0.2% 2.3% 8.6% 6.2%	See summary of consultation responses at ERP 'G'.	No impact	To foster good relations and reduce social isolation all villages and neighbourhoods will be designed with an open street network that integrates with surrounding areas. Neighbourhoods and villages will also provide

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				walkable everyday activities, including a vibrant mix of community uses and social infrastructure.
Assessment of overall impacts and any further recommendations It is not considered that the documents will give rise to actual or likely adverse impacts to the groups identified as potentially being affected.				

3. List detailed data and/or community feedback which informed your EqIA (If applicable)

Title (of data, research or engagement)	Date	Gaps in data	Actions to fill these gaps: who else do you need to engage with? (add these to the Action Plan below, with a timeframe)
NOT APPLICABLE			

4. Prioritised Action Plan (If applicable)

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
NB: These actions must now be transferred to service or business plans and monitored to ensure they achieve the outcomes identified.				
NOT APPLICABLE				

EqIA sign-off: (for the EQIA to be final an email must be sent from the relevant people agreeing it or this section must be signed)

Lead Equality Impact Assessment officer:	Nathan Bookbinder	Date:	15/11/2018
Directorate Management Team rep or Head of Service:	Kevin Steptoe	Date:	15/11/2018
Author of Equality Impact Analysis:	Claire Sime	Date:	15/11/2018