

## **Equality Impact Assessment (EQIA) Initial Screening**

<b>Title of EQIA</b>	Development and Flood Risk SPD
<b>Date</b>	07/05/2021
<b>Officer carrying out screening</b>	Sarah Barker
<b>Service Area</b>	Planning & Development
<b>Project Sponsor</b>	Martyn Fulcher

The characteristics protected by the Equality Act are: **Disability, Age, Sex (gender), Gender reassignment, Marriage/civil partnership, Pregnancy/maternity, Race, Sexual orientation and Religion/belief.**

The purpose of this Equality Impact Assessment is to achieve the following.

By law we must have due regard to the need to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Further information on each of the characteristics can be found at the end of the document.

## 1. Project/Proposal/ Service changes

<b>What is proposed?</b>	Consultation on a draft updated Development and Flood Risk Supplementary Planning Document to replace that published in 2016.
<b>Why are the changes being introduced?</b>	To reflect updated evidence of flood risk and the completion of tidal flood defences.
<b>What evidence is being used to support this equality impact analysis?</b>	Evidence that Ipswich has a relatively young population but that the number of older people is increasing.
<b>How will this change be implemented?</b>	The Supplementary Planning Document would be implemented through the determination of planning applications.

## 2 Equality Impact Analysis

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
<b>Age</b>	Positive	In providing guidance on measures such as the provision of safe escape or refuge where necessary, the Development and Flood Risk Supplementary Planning Document can help to ensure the safety of people who may be less mobile.	
<b>Disability</b>	Positive	In providing guidance on measures such as the provision of safe escape or refuge where necessary, the Development and Flood Risk Supplementary Planning Document can help to ensure the safety of people who may be less mobile.	
<b>Gender reassignment</b>	No Impact	As the Development and Flood Risk SPD deals with the safety of new buildings during floods, and climate change resilience through measures such as sustainable drainage systems, it would not impact on this protected characteristic.	

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
<b>Pregnancy and maternity</b>	No Impact	As the Development and Flood Risk SPD deals with the safety of new buildings during floods, and climate change resilience through measures such as sustainable drainage systems, it would not impact on this protected characteristic.	
<b>Race</b>	No Impact	As the Development and Flood Risk SPD deals with the safety of new buildings during floods, and climate change resilience through measures such as sustainable drainage systems, it would not impact on this protected characteristic.	
<b>Religion or belief</b>	No Impact	As the Development and Flood Risk SPD deals with the safety of new buildings during floods, and climate change resilience through measures such as sustainable drainage systems, it would not impact on this protected characteristic.	
<b>Sex</b>	No Impact	As the Development and Flood Risk SPD deals with the safety of new buildings during floods, and climate	

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
		change resilience through measures such as sustainable drainage systems, it would not impact on this protected characteristic.	
<b>Sexual orientation</b>	No Impact	As the Development and Flood Risk SPD deals with the safety of new buildings during floods, and climate change resilience through measures such as sustainable drainage systems, it would not impact on this protected characteristic.	
<b>Marriage and civil partnership</b>	No Impact	As the Development and Flood Risk SPD deals with the safety of new buildings during floods, and climate change resilience through measures such as sustainable drainage systems, it would not impact on this protected characteristic.	

### 3 Sign Off

<b>Assessment Author:</b>	<b>Sarah Barker</b>	<b>Date: 07/05/21</b>
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<b>Project Sponsor:</b>	<b>Martyn Fulcher</b>	<b>Date: 10/05/21</b>
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Please provide any supporting documents in the appendices below.

### Appendix 1 – Definition of the nine Protected Characteristics listed under the Equality Act 2010

<b>Age</b>	Where this is referred to, it refers to a person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 - 30 year olds).
<b>Disability</b>	A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
<b>Gender reassignment</b>	This refers to a person who is proposing to undergo, is undergoing or has undergone a change from one gender to another. The Equality Act introduced a number of changes to the legal protection of transgender and transsexual people. The Act no longer requires a person to be under medical supervision to be protected - for example, a woman who decides to live permanently as a man (or visa-versa), but does not undergo any medical procedures is protected by law.
<b>Marriage and civil partnership</b>	Marriage is no longer restricted to a union between a man and a woman but now includes a marriage between same-sex couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).
<b>Pregnancy and maternity</b>	Pregnancy is 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.
<b>Race</b>	This refers to a group of people defined by their race, skin colour, and/or nationality (including citizenship) ethnic or national origins. The term ethnic minority community is used to define a group of people that is numerically smaller than the predominant white British community. This includes people from communities such as Irish, Turkish, Cypriot, Eastern European and Travelling people.
<b>Religion and belief</b>	The term "religion" refers to both the personal practices related to communal faith and to group rituals and communication stemming from shared conviction. Belief can include religious and philosophical beliefs, including lack of belief (e.g. atheism). Generally, a belief should affect your life choices or the way you live for it to be included in this definition.
<b>Sex (Gender)</b>	This refers to either a male (man) or female (woman).

<b>Sexual orientation</b>	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.
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Further information on the protected characteristics can be found on the [Office of Public Sector Information Website](#)

**The report helps us to 'eliminate unlawful discrimination, harassment & victimisation' in the following way(s): \***

It aims to ensure that flood risk assessments are based on up to date information and that buildings in flood zones are safe for all and climate change resilient.

**The report helps us to 'advance equality of opportunity...' in the following way(s): \***

It aims to ensure that flood risk assessments are based on up to date information and that buildings in flood zones are safe for all and climate change resilient.

**The policy helps us to 'foster good relations...' in the following way(s): \***

The Development and Flood Risk SPD provides guidance, not policy. It supports Local Plan policy that has itself been subject to Equality Impact Assessment. As stated above, the SPD aims to ensure that flood risk assessments are based on up to date information and that buildings in flood zones are safe for all and climate change resilient.

**The new provisions will be reviewed in the following way(s): \***

The Authority Monitoring Report reports annually on planning applications that the Environment Agency are advised of because of flood risk issues.