

Croydon Council Equality Analysis Form

Stage 1 Initial Risk Assessment - Decide whether a full equality analysis is needed

At this stage, you will review existing information such as national or local research, surveys, feedback from customers, monitoring information and also use the local knowledge that you, your team and staff delivering a service have to identify if the proposed change could affect service users from equality groups that share a “protected characteristic” differently. You will also need to assess if the proposed change will have a broader impact in relation to promoting social inclusion, community cohesion and integration and opportunities to deliver “social value”.

Please note that the term ‘change’ is used here as shorthand for what requires an equality analysis. In practice, the term “change” needs to be understood broadly to embrace the following:

- Policies, strategies and plans
- Projects and programmes
- Commissioning (including re-commissioning and de-commissioning)
- Service Review
- Budgets
- Staff structures (including outsourcing)
- Business transformation programmes
- Organisational change programmes
- Processes (for example thresholds, eligibility, entitlements, and access criteria)

You will also have to consider whether the proposed change will promote equality of opportunity; eliminate discrimination or foster good relations between different groups or lead to inequality and disadvantage. These are the requirements that are set out in the Equality Act 2010.

1.1 Analysing the proposed change

1.1.1	What is the name of the change?
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DM1: Housing Choice for Sustainable Communities

DM2: Development on Garden Land.

DM3: Residential Care and Nursing Homes.

1.1.2	Why are you carrying out this change?
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Please describe the broad aims and objectives of the change. For example, why are you considering a change to a policy or cutting a service etc.

DM1-3: Review of local plan policy; inclusive part of the Croydon Local Plan: Detailed Policies and Proposals.

1.1.3	What stage is your change at now? See Appendix 1 for the main stages at which equality analyses needs to be started or updated. In many instances, an equality assessment will be started when a report is being written for Cabinet or Committee. If that report recommends that a proposed change takes place, the same equality assessment can be updated to track equality impacts as it progresses.
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DM1-3: Preferred and Alternatives Options stage of Croydon Local Plan, Detailed Policies and Proposals.

Please note that an equality analysis must be completed before any decisions are made. If you are not at the beginning stage of your decision making process, you must inform your Director that you have not yet completed an equality analysis.

1.2 Who could be affected by the change and how

1.2.1	Who are your internal and external stakeholders? For example, groups of council staff, members, groups of service users, service providers, trade unions, community groups and the wider community.
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DM1-3: Wider Community, Council Staff, Members.

1.2.2	What will be the main outcomes or benefits from making this change for customers / residents, staff, the wider community and other stakeholders?
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DM1: Optimising the supply of new housing. Sustain strong, successful and thriving communities. Improve health and well-being through decent homes and neighbourhoods.
DM2: Optimising the supply of new housing, by permitting development within an existing garden or curtilage.
DM3: Regulating the development of residential care and nursing homes in Croydon to meet the need for the services provided by the home in supporting with the care of the residents of Croydon.

1.2.3	Does your proposed change relate to a service area where there are known or potential equalities issues? Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response If you don't know, you may be able to find more information on the Croydon Observatory (http://www.croydonobservatory.org/)
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Yes: There are a number of inequalities in relation to housing regarding overcrowding, under provision of affordable housing which tend to affect some protected and vulnerable groups more than others

1.2.4	<p>Does your proposed change relate to a service area where there are already local or national equality indicators?</p> <p>You can find out from the Equality Strategy (http://intranet.croydon.net/corpdept/equalities-cohesion/equalities/docs/equalitiesstrategy12-16.pdf). Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response</p>
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Yes. The proposed change relates to a service area where there are already equality indicators. It links to the equality and inclusion policy objectives listed below:

- Make Croydon a place of opportunity and fairness by tackling inequality, disadvantage and exclusion and in particular 'Work in partnership to provide a diverse supply of decent homes and a range of housing services that meet the lifetime needs of individuals and families and make for sustainable and thriving communities'. Encourage local people to be independent and resilience by providing responsive and accessible services offering excellent customer care and in particular 'Explore opportunities for integrated community-based health and social care services that are preventative and support people to live independently'.

1.2.5	<p>Analyse and identify the likely <u>advantage</u> or <u>disadvantage</u> associated with the change that will be delivered for stakeholders (customers, residents, staff etc.) from different groups that share a "protected characteristic"</p>
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Please see Appendix 2 (section 1) for a full description of groups.

	Likely Advantage 😊	Likely Disadvantage ☹️
Disability	<p>DM1: This policy is likely to have a positive impact on protected groups see 1.2.3 above.</p> <p>DM2&3: These policies are likely to have a positive impact on this group.</p> <p>DM3: The provision of additional Care / Nursing homes is likely to have a positive impact on this group.</p>	<p>DM1-3: These policies are unlikely to have any significant negative impact on this group.</p>
Race/ Ethnicity	<p>DM1: This policy is likely to have a positive impact on protected groups see 1.2.3 above.</p> <p>DM2-3: These policies are unlikely to have any significant positive impact on this group.</p>	<p>DM1-3: These policies are unlikely to have any significant negative impact on this group.</p>
Gender	<p>DM1-3: These policies are unlikely to have any positive impact on this group.</p>	<p>DM1-3: These policies are unlikely to have any significant negative impact on this group.</p>
Transgender	<p>DM1-3: These policies are unlikely to have any positive impact on this group.</p>	<p>DM1-3: These policies are unlikely to have any significant negative impact on this group.</p>
Age	<p>DM1&2: These policies are likely to have any positive impact on this group.</p> <p>DM3: The provision of additional Care / Nursing homes is likely to</p>	<p>DM1-3: These policies are unlikely to have any significant negative impact on this group.</p>

	have a positive impact on this group.	
Religion /Belief	DM1-3: These policies are unlikely to have any positive impact on this group.	DM1-3: These policies are unlikely to have any significant negative impact on this group.
Sexual Orientation	DM1-3: These policies are unlikely to have any significant positive impact on this group.	DM1-3: These policies are unlikely to have any significant negative impact on this group.
Social inclusion issues	<p>DM1:The construction of three bedroom homes will provide extra housing choice for Croydon communities</p> <p>DM2: The permitting of development on curtilage and gardens will provide extra housing choice for the community.</p> <p>DM3: This policy is likely to have a positive impact on this group - will create new care sector employment opportunities in the area.</p>	<p>DM1: Three bedroomed homes may be of disadvantage to single, smaller households and those on lower incomes as they may be considered as unaffordable.</p> <p>DM2 &DM3: These policies are unlikely have any significant negative impact on this group.</p>
Community Cohesion Issues	<p>DM1: The construction of three bedroom homes will provide a housing solution that is suitable for a broad cross section of the community with diverse backgrounds.</p> <p>DM2: The permitting of development on curtilage or gardens will play a key part in providing new homes.</p> <p>DM3: The provision of extra residential care and nursing homes will create new care sector employment opportunities in the area.</p>	<p>DM1: Three bedroom homes may not be suitable and may exclude some within the community.</p> <p>DM2: Most properties with the required amount of curtilage or garden space will be bigger properties in more affluent areas. Homes built on these sites will only be affordable for the more affluent members of the community.</p> <p>DM3: The demand for such residential care / nursing homes could outweigh the number of specialist staff there are willing to locate / relocate to the area for work unless these homes are willing to provide full training / apprenticeships to their staff.</p>
Delivering Social Value	<p>DM1&2: This policy is unlikely to have a positive impact on this group.</p> <p>DM3: The provision of extra residential care / nursing homes will bring positive economic, social change to the area, by providing employment, skills and training to the area.</p>	DM1-3: These policies are unlikely have any significant negative impact on this group.

1.2.6	<p>In addition to the above are there any other factors that might shape the equality and inclusion outcomes that you need to consider?</p> <p>For example, geographical / area based issues, strengths or weaknesses in partnership</p>
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working, programme planning or policy implementation

DM1: NO
DM2: NO
DM3: NO

1.2.7 **Would your proposed change affect any protected groups more significantly than non-protected groups?**

Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response. For a list of protected groups, see Appendix.....

DM1: YES. Changes may affect some protected groups more significantly, see 1.2.3 above.
DM2: NO. Any changes would affect protected and non-protected groups equally.
DM3: YES. Permission to develop residential care/nursing homes will affect the protected groups of Age and Disability as care provision in the borough will have a direct effect on the essential services that these groups rely upon.

1.2.8 **As set out in the Equality Act, is your proposed change likely to help or hinder the Council in advancing equality of opportunity between people who belong to any protected groups and those who do?**

In practice, this means recognising that targeted work should be undertaken to address the needs of those groups that may have faced historic disadvantage. This could include a focus on addressing disproportionate experience of poor health, inadequate housing, vulnerability to crime or poor educational outcomes etc.

Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response

DM1: Don't Know. The proposed change is likely to help the Council in advancing equality of opportunity between people who belong to any protected groups and those who do as the construction of three bedroom homes will provide a housing solution that is suitable for a broad cross section of the community with diverse backgrounds.

DM2: No. This policy should not help or hinder any groups with a protected characteristic.

DM3: Yes. The proposed change is likely to help the Council in advancing equality of opportunity between people who belong to any protected groups and those who do. This policy will help those that rely on residential care services when there is sufficient need in the borough for additional services to be provided.

1.2.9	<p>As set out in the Equality Act, is the proposed change likely to help or hinder the Council in eliminating unlawful discrimination, harassment and victimisation in relation to any of the groups that share a protected characteristic?</p> <p><i>In practice, this means that the Council should give advance consideration to issues of potential discrimination before making any policy or funding decisions. This will require actively examining current and proposed policies and practices and taking mitigating actions to ensure that they are not discriminatory or otherwise unlawful under the Act</i></p> <p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response.</p>
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DM1: Yes - the proposed change likely to help the Council in eliminating unlawful discrimination, harassment and victimisation in relation to any of the groups that share a protected characteristic as it will provide a housing solution that is suitable for a broad cross section of the community with diverse backgrounds

DM2: Don't Know. Not sure if the proposed change likely to help or hinder the Council in eliminating unlawful discrimination, harassment and victimisation in relation to any of the groups that share a protected characteristic

DM3: Yes. The proposed change likely to help or hinder the Council in eliminating unlawful discrimination, harassment and victimisation in relation to any of the groups that share a protected characteristic. This policy will help those that rely on residential care services when there is sufficient need in the borough for additional services to be provided.

1.2.10	<p>As set out in the Equality Act, is your proposed change likely to help or hinder the Council in fostering good relations between people who belong to any protected groups and those who do not?</p> <p><i>In practice, this means taking action to increase integration, reduce levels of admitted discrimination such as bullying and harassment, hate crime, increase diversity in civic and political participation etc.</i></p> <p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response</p>
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DM1-3: YES. This policy should help the Council in fostering good relations between people who belong to any protected groups and those who do not as it will result in an increase in integration.

1.3 Decision on the equality analysis

If you answer "yes" or "don't know" to ANY of the questions in section 1.2, you should undertake a full equality analysis. This is because either you already know that your change or review could have a different / significant impact on groups that share a protected characteristic (compared to non-protected groups) or because you don't know whether it will (and it might).

Decision	Guidance	Response
<p>No, further equality analysis is not required</p>	<p>Please state why not and outline the information that you used to make this decision. Statements such as 'no relevance to equality' (without any supporting information) or 'no information is available' could leave the council vulnerable to legal challenge.</p> <p>You must include this statement in any report used in decision making, such as a Cabinet report</p>	<p>DM1&3: A full analysis is not required as the policies will not have any adverse impact on protected groups in comparison to non-protected groups.</p> <p>DM2: No further equality analysis is required as the policy itself does not exclude any of the protected groups. There may however be an eventual affordability issue arising when new homes have been developed.</p>

1.1 Analysing the proposed change

1.1.1	What is the name of the change?
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<p>Policy DM4: Development in Croydon Metropolitan Centre, District and Local Centres. Policy DM5: Development in Neighbourhood Centres. Policy DM6: Development in Shopping Parades. Policy DM7: Development in Restaurant Quarter Parades. Policy DM8: Development in edge of centre and out of centre locations. Policy DM9: Expansion of industrial and warehousing premises in Strategic, Separated and Integrated Industrial locations</p>

1.1.2	<p>Why are you carrying out this change? Please describe the broad aims and objectives of the change. For example, why are you considering a change to a policy or cutting a service etc.</p>
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<p>DM4-9: Review of local plan policy; inclusive part of the Croydon Local Plan: Detailed Policies and Proposals.</p>
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1.1.3	<p>What stage is your change at now? See Appendix 1 for the main stages at which equality analyses needs to be started or updated. In many instances, an equality assessment will be started when a report is being written for Cabinet or Committee. If that report recommends that a proposed change takes place, the same equality assessment can be updated to track equality impacts as it progresses.</p>
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<p>DM4 – DM9: Preferred and Alternative Options stage of Croydon Local Plan, Detailed Policies and Proposals.</p>
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Please note that an equality analysis must be completed before any decisions are made. If you are not at the beginning stage of your decision making process, you must inform your Director that you have not yet completed an equality analysis.

1.2 Who could be affected by the change and how

1.2.1 Who are your internal and external stakeholders?

For example, groups of council staff, members, groups of service users, service providers, trade unions, community groups and the wider community.

DM4-DM9: Wider Community, Council Staff, Members.

1.2.2 What will be the main outcomes or benefits from making this change for customers / residents, staff, the wider community and other stakeholders?

Policy DM4: Development & Enhancement of Croydon Metropolitan Centre, District and Local Centres.

Policy DM5: Development and enhancement of Neighbourhood Centres.

Policy DM6: Development and enhancement of Shopping Parades.

Policy DM7: Development and enhancement of Restaurant Quarter Parades.

Policy DM8: Development and enhancement of edge of centre and out of centre locations.

Policy DM9: Expansion of industrial and warehousing premises in Strategic, Separated and Integrated Industrial Locations.

1.2.3 Does your proposed change relate to a service area where there are known or potential equalities issues?

Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response
If you don't know, you may be able to find more information on the Croydon Observatory (<http://www.croydonobservatory.org/>)

DM4: NO: New developments will not be permitted if they result a net loss in ground floor area.

DM5: NO: This policy seeks to maintain and enhance neighbourhood centres.

DM6: NO: This policy seeks to maintain and enhance the viability of local shopping parades.

DM7: NO: This policy seeks to maintain and enhance the viability of the boroughs Restaurant Quarters.

DM8: NO: This policy seeks to maintain and enhance the viability of the edge of town and out of town centres.

DM9: NO: This policy encourages the redevelopment of warehousing premises in strategic, separated and integrated industrial locations.

The proposed changes do not relate to service areas where there are known or potential equalities issues.

1.2.4	<p>Does your proposed change relate to a service area where there are already local or national equality indicators?</p> <p>You can find out from the Equality Strategy (http://intranet.croydon.net/corpdept/equalities-cohesion/equalities/docs/equalitiesstrategy12-16.pdf). Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response</p>
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Yes: The proposed change relates to a service area where there are already equality indicators. It links to the equality and inclusion policy objective: Foster good community relations and cohesion by getting to know our diverse communities and understand their needs and in particular: 'Promote civic pride and a sense of belonging across Croydon by providing opportunities for people to come together and share meaningful interaction'.

1.2.5	<p>Analyse and identify the likely <u>advantage</u> or <u>disadvantage</u> associated with the change that will be delivered for stakeholders (customers, residents, staff etc.) from different groups that share a "protected characteristic"</p>
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Please see Appendix 2 (section 1) for a full description of groups.

	Likely Advantage 😊	Likely Disadvantage ☹️
Disability	<p>DM4-8: Maintained and viable centres benefit this group as they provide more convenient access to essential goods and services.</p> <p>DM9: This policy is unlikely to have any significant positive or negative impact on this group.</p>	<p>DM4-9: These policies are unlikely to have any significant negative impact on this group.</p>
Race/ Ethnicity	<p>DM4-8: Maintained and viable centres benefit this group as they provide more convenient access to essential goods and services.</p> <p>DM9: This policy is unlikely to have any significant positive or negative impact on this group.</p>	<p>DM4-9: These policies are unlikely to have any significant negative impact on this group.</p>
Gender	<p>DM4-8: Maintained and viable centres benefit this group as they provide more convenient access to essential goods and services.</p> <p>DM9: This policy is unlikely to have any significant positive or negative impact on this group.</p>	<p>DM4-9: These policies are unlikely to have any significant negative impact on this group.</p>
Transgender	<p>DM4-8: Maintained and viable centres benefit this group as they provide more convenient access to essential goods and services</p> <p>DM9: This policy is unlikely to have any significant positive or negative impact on this group.</p>	<p>DM4-9: These policies are unlikely to have any significant negative impact on this group.</p>
Age	<p>DM4-8: Maintained and viable centres benefit this group as they provide more convenient access to essential goods and services</p> <p>DM9: This policy is unlikely to have</p>	<p>DM4-9: These policies are unlikely to have any significant negative impact on this group.</p>

	any significant positive or negative impact on this group.	
Religion /Belief	DM4-8: Maintained and viable centres benefit this group as they provide more convenient access to essential goods and services. DM9: This policy is unlikely to have any significant positive or negative impact on this group.	DM4-9: These policies are unlikely to have any significant negative impact on this group.
Sexual Orientation	DM4-8: Maintained and viable centres benefit this group as they provide more convenient access to essential goods and services DM9: This policy is unlikely to have any significant positive or negative impact on this group.	DM4-9: These policies are unlikely to have any significant negative impact on this group.
Social inclusion issues	DM4-8: Maintained and viable centres benefit this group as they provide more convenient access to essential goods and services DM9: These policies are unlikely to have any significant positive impact on this group.	DM4-9: These policies are unlikely to have any significant negative impact on this group.
Community Cohesion Issues	DM4-8: Maintained and viable centres benefit this group as they provide more convenient access to essential goods and services DM9: This policy is unlikely to have any significant positive on this group.	DM4-9: These policies are unlikely to have any significant negative impact on this group.
Delivering Social Value	DM4-8: Maintained and viable centres benefit this group as they provide more convenient access to essential goods and services DM9: This policy is unlikely to have any significant positive or negative impact on this group.	DM4-9: These policies are unlikely to have any significant negative impact on this group.

1.2.6	In addition to the above are there any other factors that might shape the equality and inclusion outcomes that you need to consider? For example, geographical / area based issues, strengths or weaknesses in partnership working, programme planning or policy implementation
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DM4-9: NO

1.2.7	Would your proposed change affect any protected groups more significantly than non-protected groups? Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response. For a list of protected groups, see Appendix.....
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DM4-9: NO. Any changes would affect protected and non-protected groups equally.

1.2.8 As set out in the Equality Act, is your proposed change likely to help or hinder the Council in advancing equality of opportunity between people who belong to any protected groups and those who do?

In practice, this means recognising that targeted work should be undertaken to address the needs of those groups that may have faced historic disadvantage. This could include a focus on addressing disproportionate experience of poor health, inadequate housing, vulnerability to crime or poor educational outcomes etc.

Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response

DM4-9: YES. It is considered that the proposed changes are likely to help people with a protected characteristic.

1.2.9 As set out in the Equality Act, is the proposed change likely to help or hinder the Council in eliminating unlawful discrimination, harassment and victimisation in relation to any of the groups that share a protected characteristic?

In practice, this means that the Council should give advance consideration to issues of potential discrimination before making any policy or funding decisions. This will require actively examining current and proposed policies and practices and taking mitigating actions to ensure that they are not discriminatory or otherwise unlawful under the Act

Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response.

DM4-9: NO. The proposed changes are unlikely to help or hinder the Council in eliminating unlawful discrimination, harassment and victimisation in relation to any of the groups that share a protected characteristic

1.2.10 As set out in the Equality Act, is your proposed change likely to help or hinder the Council in fostering good relations between people who belong to any protected groups and those who do not?

In practice, this means taking action to increase integration, reduce levels of admitted discrimination such as bullying and harassment, hate crime, increase diversity in civic and political participation etc.

Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response

DM4-9: Don't Know: Not sure if proposed change is likely to help or hinder the Council in fostering good relations between people who belong to any protected groups and those who do not

1.3 Decision on the equality analysis

If you answer "yes" or "don't know" to ANY of the questions in section 1.2, you should undertake a full equality analysis. This is because either you already know that your change or review could have a different / significant impact on groups that share a protected characteristic (compared to non-protected groups) or because you don't know whether it will (and it might).

Decision	Guidance	Response
No, further equality analysis is not required	<p>Please state why not and outline the information that you used to make this decision. Statements such as 'no relevance to equality' (without any supporting information) or 'no information is available' could leave the council vulnerable to legal challenge.</p> <p>You must include this statement in any report used in decision making, such as a Cabinet report</p>	DM4-9: No further equality analysis is required as the policies do not have any likely significant impact on protected groups compared to non-protected groups

1.1 Analysing the proposed change

1.1.1 What is the name of the change?

DM10: Design and Character
 DM11: Shop front design and security
 DM12: Advertisement Hoardings
 DM13: Refuse & Recycling
 DM14: Public Art
 DM15: Tall & Large Buildings
 DM16: Views & Landmarks
 DM17: Heritage Assets & Conservation

1.1.2 Why are you carrying out this change?

Please describe the broad aims and objectives of the change. For example, why are you considering a change to a policy or cutting a service etc.

DM 10-17: Inclusive part of the Croydon Local Plan 2015 Local Review.

1.1.3 What stage is your change at now?

See Appendix 1 for the main stages at which equality analyses needs to be started or updated. In many instances, an equality assessment will be started when a report is being written for Cabinet or Committee. If that report recommends that a proposed change takes place, the same equality assessment can be updated to track equality impacts as it progresses.

DM10-17: Preferred and Alternatives Options stage of Croydon Local Plan, Detailed Policies and Proposals.

Please note that an equality analysis must be completed before any decisions are made. If you are not at the beginning stage of your decision making process, you must inform your Director that you have not yet completed an equality analysis.

1.2 Who could be affected by the change and how

1.2.1	Who are your internal and external stakeholders? For example, groups of council staff, members, groups of service users, service providers, trade unions, community groups and the wider community.
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DM10-17: Wider Community, Council Staff, Members.

1.2.2	What will be the main outcomes or benefits from making this change for customers / residents, staff, the wider community and other stakeholders?
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DM10: To ensure that development enhances and sensitively responds to the predominant built form improving the quality of the boroughs: public, private and semi-public spaces that reinforce local character, creating a high quality built environment, with an emphasis on cohesive design and management of landscape and a sensitive approach to architectural lighting.

DM11: To ensure that shop fronts are attractive, secure and of high quality design and remain flexible for future developments.

DM12: To ensure that advertisement hoarding positively contributes to the character and appearance of new and existing streets.

DM13: To ensure that refuse and recycling facilities are integrated in to the overall design of the borough.

DM14: To enhance and express local character.

DM15: To ensure that tall and large buildings respect and enhance the local character of the area.

DM16: Consideration given to impact of new development on local designated views and landmarks.

DM17: To preserve and enhance the character, appearance and setting of heritage assets in the borough.

1.2.3	Does your proposed change relate to a service area where there are known or potential equalities issues? Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response If you don't know, you may be able to find more information on the Croydon Observatory (http://www.croydonobservatory.org/)
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DM10: NO: This policy will affect all new built environment and landscaping, but will not affect any of the protected groups specifically.

DM11: NO: This policy will affect all shop frontages in the borough, but will not affect any of the protected groups specifically

DM12: NO: This policy is only applicable to advertisement hoardings.

DM13: NO: This policy will affect the collection of refuse and recycling in the borough, but will not affect any of the protected groups specifically.

DM14: NO: This policy is only applicable to public art.

DM15: NO: This policy relates to the potential construction of new tall buildings in the borough.

DM16: NO: This policy only relates to designated views and landmarks.

DM17: NO: This policy only relates to applicable to the heritage assets in the borough.

The proposed changes do not relate to service areas where there are known or potential equalities issues.

1.2.4 Does your proposed change relate to a service area where there are already local or national equality indicators?

You can find out from the Equality Strategy (<http://intranet.croydon.net/corpdept/equalities-cohesion/equalities/docs/equalitiesstrategy12-16.pdf>). Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response

No: These policies do not relate to a service area where there are already local or national equality indicators.

1.2.5 Analyse and identify the likely advantage or disadvantage associated with the change that will be delivered for stakeholders (customers, residents, staff etc.) from different groups that share a “protected characteristic”

Please see Appendix 2 (section 1) for a full description of groups.

	Likely Advantage 😊	Likely Disadvantage ☹️
Disability	<p>DM10: This policy will help ensure that public places, private and semi-public spaces are designed to be more accessible by this group.</p> <p>DM11: This policy will help ensure shop fronts are accessible</p> <p>DM12, 14, 16 &17: These policies are unlikely to have any significant positive impact on this group.</p> <p>DM13: This policy could improve ease of access to refuse and recycling facilities for this group.</p> <p>DM15: Provides accessible space to all.</p>	<p>DM10-17: These policies are unlikely to have any significant negative impact on this group.</p>
Race/ Ethnicity	<p>DM10-17: These policies are unlikely to have a significant positive impact on this group.</p>	<p>DM10-17: These policies are unlikely have any significant negative impact on this group.</p>
Gender	<p>DM10-17: These policies are unlikely to have a positive impact on this group.</p>	<p>DM10-17: These policies are unlikely have any significant negative impact on this group.</p>
Transgender	<p>DM10-17: These policies are unlikely to have a positive impact on this group.</p>	<p>DM10-17: These policies are unlikely have any significant negative impact on this group.</p>

Age	DM10-17: These policies are unlikely to have a positive impact on this group.	DM10-17: These policies are unlikely have any significant negative impact on this group.
Religion /Belief	DM10-17: These policies are unlikely to have a positive impact on this group.	DM10-17: These policies are unlikely have any significant negative impact on this group.
Sexual Orientation	DM10-17: These policies are unlikely to have a positive impact on this group.	DM10-17: These policies are unlikely have any significant negative impact on this group.
Social inclusion issues	DM10-17: These policies are unlikely to have a positive impact on this group.	DM10-17: These policies are unlikely have any significant negative impact on this group.
Community Cohesion Issues	<p>DM10: Better designed spaces could offer more opportunity for individuals to meet other members of the community.</p> <p>DM11: Better designed shop frontages will encourage the community to use their local shops.</p> <p>DM12, 13, 15, 16 & 17: These policies are unlikely to have any significant positive impact on this group.</p> <p>DM14: Public Art can potentially be used as an opportunity to bring the community together.</p>	DM10-17: These policies are unlikely have any significant negative impact on this group.
Delivering Social Value	<p>DM10, 12, 16: These policies are unlikely to have any significant positive impact on this group.</p> <p>DM11: Better designed shop frontages could attract new business to the area, creating employment.</p> <p>DM13: Ease of access to enhanced refuse and recycling collection facilities could improve the cleanliness of the borough.</p> <p>DM14: Public art can enhance the attractiveness of the area and bring the community together.</p> <p>DM15: New tall buildings especially those of commercial use can bring extra employment and economic benefit to the borough.</p> <p>DM17: Preservation of heritage assets can attract visitors to the area and be of benefit to the local economy.</p>	DM10-17: These policies are unlikely have any significant negative impact on this group.

1.2.6	In addition to the above are there any other factors that might shape the equality and inclusion outcomes that you need to consider?
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For example, geographical / area based issues, strengths or weaknesses in partnership working, programme planning or policy implementation

DM10-17: NO.

1.2.7 **Would your proposed change affect any protected groups more significantly than non-protected groups?**

Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response. For a list of protected groups, see Appendix.....

DM10-17: NO. Any changes would affect protected and non-protected groups equally.

1.2.8 **As set out in the Equality Act, is your proposed change likely to help or hinder the Council in advancing equality of opportunity between people who belong to any protected groups and those who do?**

In practice, this means recognising that targeted work should be undertaken to address the needs of those groups that may have faced historic disadvantage. This could include a focus on addressing disproportionate experience of poor health, inadequate housing, vulnerability to crime or poor educational outcomes etc.

Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response

DM10-17: YES. It is considered that the proposed changes are likely to help people with a protected characteristic.

1.2.9 **As set out in the Equality Act, is the proposed change likely to help or hinder the Council in eliminating unlawful discrimination, harassment and victimisation in relation to any of the groups that share a protected characteristic?**

In practice, this means that the Council should give advance consideration to issues of potential discrimination before making any policy or funding decisions. This will require actively examining current and proposed policies and practices and taking mitigating actions to ensure that they are not discriminatory or otherwise unlawful under the Act

Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response.

DM10-17: NO. The proposed changes are unlikely to help or hinder the Council in eliminating unlawful discrimination, harassment and victimisation in relation to any of the groups that share a protected characteristic

1.2.10	<p>As set out in the Equality Act, is your proposed change likely to help or hinder the Council in fostering good relations between people who belong to any protected groups and those who do not?</p> <p><i>In practice, this means taking action to increase integration, reduce levels of admitted discrimination such as bullying and harassment, hate crime, increase diversity in civic and political participation etc.</i></p> <p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response</p>
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DM10-17: Don't Know: Not sure if proposed change is likely to help or hinder the Council in fostering good relations between people who belong to any protected groups and those who do not

1.3 Decision on the equality analysis

If you answer "yes" or "don't know" to ANY of the questions in section 1.2, you should undertake a full equality analysis. This is because either you already know that your change or review could have a different / significant impact on groups that share a protected characteristic (compared to non-protected groups) or because you don't know whether it will (and it might).

Decision	Guidance	Response
No, further equality analysis is not required	<p>Please state why not and outline the information that you used to make this decision. Statements such as 'no relevance to equality' (without any supporting information) or 'no information is available' could leave the council vulnerable to legal challenge.</p> <p>You must include this statement in any report used in decision making, such as a Cabinet report</p>	DM10-17: No Further equality analysis is required as these policies do not have a significant impact on protected groups compared to non-protected groups

1.1 Analysing the proposed change

1.1.1	What is the name of the change?
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**DM18: Providing and protecting community facilities
DM19: Protecting Public Houses
DM20: Cemeteries and Burial Grounds.**

1.1.2	<p>Why are you carrying out this change? Please describe the broad aims and objectives of the change. For example, why are you considering a change to a policy or cutting a service etc.</p>
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DM18-20: Inclusive part of the Croydon Local Plan 2015 Local Review.

1.1.3 What stage is your change at now?

See Appendix 1 for the main stages at which equality analyses needs to be started or updated. In many instances, an equality assessment will be started when a report is being written for Cabinet or Committee. If that report recommends that a proposed change takes place, the same equality assessment can be updated to track equality impacts as it progresses.

DM18-20: Preferred and Alternatives Options stage of Croydon Local Plan, Detailed Policies and Proposals.

Please note that an equality analysis must be completed before any decisions are made. If you are not at the beginning stage of your decision making process, you must inform your Director that you have not yet completed an equality analysis.

1.2 Who could be affected by the change and how

1.2.1 Who are your internal and external stakeholders?

For example, groups of council staff, members, groups of service users, service providers, trade unions, community groups and the wider community.

DM18-20: Wider Community, Council Staff, Members & Community Groups.

1.2.2 What will be the main outcomes or benefits from making this change for customers / residents, staff, the wider community and other stakeholders?

DM18: To ensure that a network of community facilities providing essential public services are provided and protected consistently throughout the borough.

DM19: To ensure public houses are afforded protection in order to serve a local need

DM20: To support applications for cemeteries and burial grounds.

1.2.3 Does your proposed change relate to a service area where there are known or potential equalities issues?

Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response
If you don't know, you may be able to find more information on the Croydon Observatory (<http://www.croydonobservatory.org/>)

DM18-20: The proposed changes do not relate to service areas where there are known or potential equalities issues.

1.2.4 Does your proposed change relate to a service area where there are already local or national equality indicators?

You can find out from the Equality Strategy (<http://intranet.croydon.net/corpdept/equalities-cohesion/equalities/docs/equalitiesstrategy12-16.pdf>). Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response

The proposed change relates to a service area where there are already equality indicators. It links to the equality and inclusion policy objectives listed below: Improve empowerment and participation by strengthening partnership work with community, faith and voluntary sectors, in particular:

Encourage community cohesion and partnership by facilitating a greater community response to tough issues as a way of changing attitudes and behaviours in the workplace and wider community.

Create accessible and inclusive ways for people, including staff, to participate in council, community and civic life.

Ensure that the communications the Council produces meet the needs and preferences of individuals and can be accessed by our diverse communities.

Encourage partners from all sectors to be inclusive and accessible by working in partnership local people to remove the barriers that prevent them from participating in community and civic life.

1.2.5 Analyse and identify the likely advantage or disadvantage associated with the change that will be delivered for stakeholders (customers, residents, staff etc.) from different groups that share a “protected characteristic”

Please see Appendix 2 (section 1) for a full description of groups.

	Likely Advantage 😊	Likely Disadvantage ☹️
Disability	DM18&19: These policies will protect essential community facilities, public houses and services that may be easier to access for individuals in this group. DM20: This policy is likely to have a positive impact especially on groups that may find the application process more difficult	DM18-20: These policies are unlikely to have a significant negative impact on this group.
Race/ Ethnicity	DM18&19: These policies will protect essential community facilities, public houses and services that may be easier to access for individuals in this group. DM20: This policy is likely to have a positive impact especially on groups that may find the application process more difficult	DM18-20: These policies are unlikely to have a significant negative impact on this group.
Gender	DM18&19: These policies will protect essential community facilities, public houses and services that may be easier to access for individuals in this group. DM20: This policy is likely to have a positive impact especially on groups that may find the application process more difficult	DM18-20: These policies are unlikely to have a significant negative impact on this group.
Transgender	DM18&19: These policies will	DM18-20: These policies are

	<p>protect essential community facilities, public houses and services that may be easier to access for individuals in this group.</p> <p>DM20: This policy is likely to have a positive impact especially on groups that may find the application process more difficult</p>	<p>unlikely to have a significant negative impact on this group.</p>
Age	<p>DM18&19: These policies will protect essential community facilities, public houses and services that may be easier to access for individuals in this group.</p> <p>DM20: This policy is likely to have a positive impact especially on groups that may find the application process more difficult</p>	<p>DM18-20: These policies are unlikely to have a significant negative impact on this group.</p>
Religion /Belief	<p>DM18&19: These policies will protect essential community facilities, public houses and services that may be easier to access for individuals in this group.</p> <p>DM20: This policy is likely to have a positive impact especially on groups that may find the application process more difficult</p>	<p>DM18-20: These policies are unlikely to have a significant negative impact on this group.</p>
Sexual Orientation	<p>DM18&19: These policies will protect essential community facilities, public houses and services that may be easier to access for individuals in this group.</p> <p>DM20: This policy is likely to have a positive impact especially on groups that may find the application process more difficult</p>	<p>DM18-20: These policies are unlikely to have a significant negative impact on this group.</p>
Social inclusion issues	<p>DM18&19: These policies will protect essential community facilities, public houses and services that may be easier to access for individuals in this group.</p> <p>DM20: This policy is likely to have a positive impact especially on groups that may find the application process more difficult</p>	<p>DM18-20: These policies are unlikely to have a significant negative impact on this group.</p>
Community Cohesion Issues	<p>DM18&19: These policies will protect essential community facilities, public houses and services that may be easier to access for individuals in this group.</p> <p>DM20: This policy is likely to have a positive impact especially on groups that may find the application process more difficult</p>	<p>DM18-20: These policies are unlikely to have a significant negative impact on this group.</p>

Delivering Social Value	<p>DM18&19: Community facilities, services and pubs provide a service in the area and employment.</p> <p>DM20: This policy is likely to have a positive impact especially on groups that may find the application process more difficult</p>	<p>DM18-20: These policies are unlikely to have a significant negative impact on this group.</p>
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1.2.6	<p>In addition to the above are there any other factors that might shape the equality and inclusion outcomes that you need to consider?</p> <p>For example, geographical / area based issues, strengths or weaknesses in partnership working, programme planning or policy implementation</p>
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DM18-20: NO.

1.2.7	<p>Would your proposed change affect any protected groups more significantly than non-protected groups?</p> <p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response. For a list of protected groups, see Appendix.....</p>
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DM18-20: NO. Any changes would affect protected and non-protected groups equally.

1.2.8	<p>As set out in the Equality Act, is your proposed change likely to help or hinder the Council in advancing equality of opportunity between people who belong to any protected groups and those who do?</p> <p><i>In practice, this means recognising that targeted work should be undertaken to address the needs of those groups that may have faced historic disadvantage. This could include a focus on addressing disproportionate experience of poor health, inadequate housing, vulnerability to crime or poor educational outcomes etc.</i></p> <p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response</p>
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DM18-20: YES. It is considered that the proposed changes are likely to help people with a protected characteristic.

1.2.9	<p>As set out in the Equality Act, is the proposed change likely to help or hinder the Council in eliminating unlawful discrimination, harassment and victimisation in relation to any of the groups that share a protected characteristic?</p> <p><i>In practice, this means that the Council should give advance consideration to issues of potential discrimination before making any policy or funding decisions. This will require actively examining current and proposed policies and practices and taking mitigating actions to ensure that they are not discriminatory or otherwise unlawful under the Act</i></p> <p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response.</p>
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DM18-20: NO. The proposed changes are unlikely to help or hinder the Council in eliminating unlawful discrimination, harassment and victimisation in relation to any of the groups that share a protected characteristic

1.2.10	<p>As set out in the Equality Act, is your proposed change likely to help or hinder the Council in fostering good relations between people who belong to any protected groups and those who do not?</p> <p><i>In practice, this means taking action to increase integration, reduce levels of admitted discrimination such as bullying and harassment, hate crime, increase diversity in civic and political participation etc.</i></p> <p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response</p>
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DM18-20: Don't Know. Not sure if proposed change is likely to help or hinder the Council in fostering good relations between people who belong to any protected groups and those who do not

1.3 Decision on the equality analysis

If you answer "yes" or "don't know" to ANY of the questions in section 1.2, you should undertake a full equality analysis. This is because either you already know that your change or review could have a different / significant impact on groups that share a protected characteristic (compared to non-protected groups) or because you don't know whether it will (and it might).

Decision	Guidance	Response
No, further equality analysis is not required	<p>Please state why not and outline the information that you used to make this decision. Statements such as 'no relevance to equality' (without any supporting information) or 'no information is available' could leave the council vulnerable to legal challenge.</p> <p>You must include this statement in any report</p>	DM18&19: Community facilities, public houses and public services could potentially have an impact on residents of the borough but is unlikely to affect

Decision	Guidance	Response
	used in decision making, such as a Cabinet report	protected groups more significantly than non-protected groups. DM20: No Further equality analysis is required as the policy itself does have any adverse impact on protected groups compared to non-protected groups

1.1 Analysing the proposed change

1.1.1	What is the name of the change?
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DM21: Sustainable Design and Construction DM22: Land Contamination DM23: Sustainable Drainage Systems & Reducing Flood Risk
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1.1.2	Why are you carrying out this change? Please describe the broad aims and objectives of the change. For example, why are you considering a change to a policy or cutting a service etc.
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DM21-23: Inclusive part of the Croydon Local Plan 2015 Local Review.

1.1.3	What stage is your change at now? See Appendix 1 for the main stages at which equality analyses needs to be started or updated. In many instances, an equality assessment will be started when a report is being written for Cabinet or Committee. If that report recommends that a proposed change takes place, the same equality assessment can be updated to track equality impacts as it progresses.
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DM21-23: Preferred and Alternatives Options stage of Croydon Local Plan, Detailed Policies and Proposals.

Please note that an equality analysis must be completed before any decisions are made. If you are not at the beginning stage of your decision making process, you must inform your Director that you have not yet completed an equality analysis.

1.2 Who could be affected by the change and how

1.2.1	Who are your internal and external stakeholders? For example, groups of council staff, members, groups of service users, service providers, trade unions, community groups and the wider community.
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DM21-23: Wider Community, Council Staff, Members.

1.2.2 What will be the main outcomes or benefits from making this change for customers / residents, staff, the wider community and other stakeholders?

DM21: This policy will promote high standards of development and construction throughout the borough.

DM22: This policy advises how development proposals on contaminated land should be progressed.

DM23: This policy ensures that the impact caused by flooding in the borough is minimised by controlling development in areas of higher flood risk and sustainable drainage provided.

1.2.3 Does your proposed change relate to a service area where there are known or potential equalities issues?
Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response
If you don't know, you may be able to find more information on the Croydon Observatory (<http://www.croydonobservatory.org/>)

DM21-23. NO. These policies relate to the quality of the construction of potential new developments in the borough.

1.2.4 Does your proposed change relate to a service area where there are already local or national equality indicators?
You can find out from the Equality Strategy (<http://intranet.croydon.net/corpdept/equalities-cohesion/equalities/docs/equalitiesstrategy12-16.pdf>). Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response

Yes: The proposed change relates to a service area where there are already equality indicators. It links to the equality and inclusion policy objective:

Make Croydon a place of opportunity and fairness by tackling inequality, disadvantage and exclusion, in particular: Work in partnership to provide a diverse supply of decent homes and a range of housing services that meet the lifetime needs of individuals and families and make for sustainable and thriving communities.

1.2.5 Analyse and identify the likely advantage or disadvantage associated with the change that will be delivered for stakeholders (customers, residents, staff etc.) from different groups that share a “protected characteristic”

Please see Appendix 2 (section 1) for a full description of groups.

	Likely Advantage 😊	Likely Disadvantage ☹️
Disability	DM21-23: These policies are likely to have a positive impact on this group.	DM21-23: These policies are unlikely to have a significant negative impact on this group.
Race/ Ethnicity	DM21-23: These policies are likely to have a positive impact on this	DM21-23: These policies are unlikely to have a significant

	group.	negative impact on this group.
Gender	DM21-23: These policies are likely to have a positive impact on this group.	DM21-23: These policies are unlikely to have a significant negative impact on this group.
Transgender	DM21-23: These policies are likely to have a positive impact on this group.	DM21-23: These policies are unlikely to have a significant negative impact on this group.
Age	DM21-23: These policies are likely to have a positive impact on this group.	DM21-23: These policies are unlikely to have a significant negative impact on this group.
Religion /Belief	DM21-23: These policies are likely to have a positive impact on this group.	DM21-23: These policies are unlikely to have a significant negative impact on this group.
Sexual Orientation	DM21-23: These policies are likely to have a positive impact on this group.	DM21-23: These policies are unlikely to have a significant negative impact on this group.
Social inclusion issues	DM21-23: These policies are likely to have a positive impact on this group.	DM21-23: These policies are unlikely to have a significant negative impact on this group.
Community Cohesion Issues	DM21-23: These policies are likely to have a positive impact on this group.	DM21-23: These policies are unlikely to have a significant negative impact on this group.
Delivering Social Value	DM21-23: These policies are likely to have a positive impact on this group.	DM21-23: These policies are unlikely to have a significant negative impact on this group.

1.2.6	<p>In addition to the above are there any other factors that might shape the equality and inclusion outcomes that you need to consider?</p> <p>For example, geographical / area based issues, strengths or weaknesses in partnership working, programme planning or policy implementation</p>
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DM21-23: NO

1.2.7	<p>Would your proposed change affect any protected groups more significantly than non-protected groups?</p> <p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response. For a list of protected groups, see Appendix.....</p>
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DM21-23: NO. Any changes would affect protected and non-protected groups equally.

1.2.8	<p>As set out in the Equality Act, is your proposed change likely to help or hinder the Council in advancing equality of opportunity between people who belong to any protected groups and those who do?</p> <p><i>In practice, this means recognising that targeted work should be undertaken to address the needs of those groups that may have faced historic disadvantage. This could include a focus on addressing disproportionate experience of poor health, inadequate housing, vulnerability to crime or poor educational outcomes etc.</i></p>
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Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response

DM21-23: YES. It is considered that the proposed changes are likely to help people with a protected characteristic.

1.2.9 As set out in the Equality Act, is the proposed change likely to help or hinder the Council in eliminating unlawful discrimination, harassment and victimisation in relation to any of the groups that share a protected characteristic?

In practice, this means that the Council should give advance consideration to issues of potential discrimination before making any policy or funding decisions. This will require actively examining current and proposed policies and practices and taking mitigating actions to ensure that they are not discriminatory or otherwise unlawful under the Act

Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response.

DM21-23: NO. The proposed changes are unlikely to help or hinder the Council in eliminating unlawful discrimination, harassment and victimisation in relation to any of the groups that share a protected characteristic.

1.2.10 As set out in the Equality Act, is your proposed change likely to help or hinder the Council in fostering good relations between people who belong to any protected groups and those who do not?

In practice, this means taking action to increase integration, reduce levels of admitted discrimination such as bullying and harassment, hate crime, increase diversity in civic and political participation etc.

Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response

DM21-23: Don't Know. Not sure if proposed change is likely to help or hinder the Council in fostering good relations between people who belong to any protected groups and those who do not

1.3 Decision on the equality analysis

If you answer "yes" or "don't know" to ANY of the questions in section 1.2, you should undertake a full equality analysis. This is because either you already know that your change or review could have a different / significant impact on groups that share a protected characteristic (compared to non-protected groups) or because you don't know whether it will (and it might).

Decision	Guidance	Response
No, further equality analysis is not required	<p>Please state why not and outline the information that you used to make this decision. Statements such as 'no relevance to equality' (without any supporting information) or 'no information is available' could leave the council vulnerable to legal challenge.</p> <p>You must include this statement in any report used in decision making, such as a Cabinet report</p>	DM21-23: No Further equality analysis is required as the policy does not have any adverse impact on protected groups compared to non-protected groups

1.1 Analysing the proposed change

1.1.1	What is the name of the change?
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DM24: Metropolitan Green Belt, Metropolitan Open Land & Local Green Spaces DM25: Biodiversity DM26: Trees
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1.1.2	Why are you carrying out this change? Please describe the broad aims and objectives of the change. For example, why are you considering a change to a policy or cutting a service etc.
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DM24-26: Inclusive part of the Croydon Local Plan 2015 Local Review.

1.1.3	What stage is your change at now? See Appendix 1 for the main stages at which equality analyses needs to be started or updated. In many instances, an equality assessment will be started when a report is being written for Cabinet or Committee. If that report recommends that a proposed change takes place, the same equality assessment can be updated to track equality impacts as it progresses.
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DM24-26: Preferred and Alternatives Options stage of Croydon Local Plan, Detailed Policies and Proposals.
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Please note that an equality analysis must be completed before any decisions are made. If you are not at the beginning stage of your decision making process, you must inform your Director that you have not yet completed an equality analysis.
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1.2 Who could be affected by the change and how

1.2.1	Who are your internal and external stakeholders? For example, groups of council staff, members, groups of service users, service providers, trade unions, community groups and the wider community.
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DM24-26: Wider Community, Council Staff, Members.
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1.2.2 What will be the main outcomes or benefits from making this change for customers / residents, staff, the wider community and other stakeholders?

DM24: This policy assists the protection of the boroughs metropolitan green belt, metropolitan open land and local green spaces.
DM25: This policy ensures that biodiversity across the borough is enhanced and improves access to nature.
DM26: This policy protects and enhances the boroughs trees, woodlands, trees and hedgerows.

1.2.3 Does your proposed change relate to a service area where there are known or potential equalities issues?
 Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response
 If you don't know, you may be able to find more information on the Croydon Observatory (<http://www.croydonobservatory.org/>)

DM24: NO. This policy assists the protection of metropolitan green belt and open spaces
DM25: NO. This policy seeks to improve access to nature and biodiversity across the borough.
DM26: NO. This policy protects and enhances the boroughs woodlands, trees and hedgerows.
 The proposed changes do not relate to service areas where there are known or potential equalities issues.

1.2.4 Does your proposed change relate to a service area where there are already local or national equality indicators?
 You can find out from the Equality Strategy (<http://intranet.croydon.net/corpdept/equalities-cohesion/equalities/docs/equalitiesstrategy12-16.pdf>). Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response

No: The proposed change does not relate to a service area where there are already equality indicators.

1.2.5 Analyse and identify the likely advantage or disadvantage associated with the change that will be delivered for stakeholders (customers, residents, staff etc.) from different groups that share a “protected characteristic”

Please see Appendix 2 (section 1) for a full description of groups.

	Likely Advantage 😊	Likely Disadvantage ☹️
Disability	DM24-26: These policies are likely to have a positive impact on this group.	DM24-26: These policies are unlikely to have a significant negative impact on this group.
Race/ Ethnicity	DM24-26: These policies are likely to have a positive impact on this group.	DM24-26: These policies are unlikely to have a significant negative impact on this group.
Gender	DM24-26: These policies are likely	DM24-26: These policies are

	to have a positive impact on this group.	unlikely to have a significant negative impact on this group.
Transgender	DM24-26: These policies are likely to have a positive impact on this group.	DM24-26: These policies are unlikely to have a significant negative impact on this group.
Age	DM24-26: These policies are likely to have a positive impact on this group.	DM24-26: These policies are unlikely to have a significant negative impact on this group.
Religion /Belief	DM24-26: These policies are likely to have a positive impact on this group.	DM24-26: These policies are unlikely to have a significant negative impact on this group.
Sexual Orientation	DM24-DM26: These policies are likely to have a positive impact on this group	DM24-26: These policies are unlikely to have a significant negative impact on this group.
Social inclusion issues	DM24-26: These policies are likely to have a positive impact on this group.	DM24-26: These policies are unlikely to have a significant negative impact on this group.
Community Cohesion Issues	DM24-26: These policies are likely to have a positive impact on this group.	DM24-26: These policies are unlikely to have a significant negative impact on this group.
Delivering Social Value	DM24-26: These policies are likely to have a positive impact on this group.	DM24-26: These policies are unlikely to have a significant negative impact on this group.

1.2.6	<p>In addition to the above are there any other factors that might shape the equality and inclusion outcomes that you need to consider?</p> <p>For example, geographical / area based issues, strengths or weaknesses in partnership working, programme planning or policy implementation</p>
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DM24-26: NO.

1.2.7	<p>Would your proposed change affect any protected groups more significantly than non-protected groups?</p> <p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response. For a list of protected groups, see Appendix.....</p>
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DM24-26: DON'T KNOW. May affect some protected groups more significantly than others.

1.2.8	<p>As set out in the Equality Act, is your proposed change likely to help or hinder the Council in advancing equality of opportunity between people who belong to any protected groups and those who do?</p> <p><i>In practice, this means recognising that targeted work should be undertaken to address the needs of those groups that may have faced historic disadvantage. This could include a focus on addressing disproportionate experience of poor health, inadequate housing, vulnerability to crime or poor educational outcomes etc.</i></p> <p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your</p>
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response

DM24-26: YES. It is considered that the proposed changes are likely to help people with a protected characteristic.

1.2.9 As set out in the Equality Act, is the proposed change likely to help or hinder the Council in eliminating unlawful discrimination, harassment and victimisation in relation to any of the groups that share a protected characteristic?

In practice, this means that the Council should give advance consideration to issues of potential discrimination before making any policy or funding decisions. This will require actively examining current and proposed policies and practices and taking mitigating actions to ensure that they are not discriminatory or otherwise unlawful under the Act

Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response.

DM24-26: NO. The proposed changes are unlikely to help or hinder the Council in eliminating unlawful discrimination, harassment and victimisation in relation to any of the groups that share a protected characteristic

1.2.10 As set out in the Equality Act, is your proposed change likely to help or hinder the Council in fostering good relations between people who belong to any protected groups and those who do not?

In practice, this means taking action to increase integration, reduce levels of admitted discrimination such as bullying and harassment, hate crime, increase diversity in civic and political participation etc.

Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response

DM24-26: Don't Know. Not sure if proposed change is likely to help or hinder the Council in fostering good relations between people who belong to any protected groups and those who do not

1.3 Decision on the equality analysis

If you answer "yes" or "don't know" to ANY of the questions in section 1.2, you should undertake a full equality analysis. This is because either you already know that your change or review could have a different / significant impact on groups that share a protected characteristic (compared to non-protected groups) or because you don't know whether it will (and it might).

Decision	Guidance	Response
No, further equality analysis is not required	<p>Please state why not and outline the information that you used to make this decision. Statements such as 'no relevance to equality' (without any supporting information) or 'no information is available' could leave the council vulnerable to legal challenge.</p> <p>You must include this statement in any report used in decision making, such as a Cabinet report</p>	DM24-26: No Further equality analysis is required as the policy does not have any adverse impact on protected groups compared to non-protected groups

1.1 Analysing the proposed change

1.1.1 What is the name of the change?

DM27: Promoting sustainable travel and reducing congestion
DM28: Car & Cycle Parking in New Development
DM29: Temporary Car Parks
DM30: Telecommunications

1.1.2 Why are you carrying out this change?

Please describe the broad aims and objectives of the change. For example, why are you considering a change to a policy or cutting a service etc.

DM27-30: Inclusive part of the Croydon Local Plan 2015 Local Review.

1.1.3 What stage is your change at now?

See Appendix 1 for the main stages at which equality analyses needs to be started or updated. In many instances, an equality assessment will be started when a report is being written for Cabinet or Committee. If that report recommends that a proposed change takes place, the same equality assessment can be updated to track equality impacts as it progresses.

DM27-30: Preferred and Alternatives Options stage of Croydon Local Plan, Detailed Policies and Proposals.

Please note that an equality analysis must be completed before any decisions are made. If you are not at the beginning stage of your decision making process, you must inform your Director that you have not yet completed an equality analysis.

1.2 Who could be affected by the change and how

1.2.1 Who are your internal and external stakeholders?

For example, groups of council staff, members, groups of service users, service providers, trade unions, community groups and the wider community.

DM27-30: Wider Community, Council Staff, Members.

1.2.2	What will be the main outcomes or benefits from making this change for customers / residents, staff, the wider community and other stakeholders?
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DM27: To encourage the use of sustainable transport across the borough and reduce the impact of traffic congestion.

DM28: To promote sustainable growth, reduce the impact of car parking and to ensure that car parking provision does not impede public transport, emergency services, pedestrians or cyclists. To provide an adequate level of car-parking.

DM29: To enhance a sense of place and improving the character of an area, permission will only be granted for temporary uses other than temporary car parks.

DM30: To protect the metropolitan green belt by regulating the construction of telephone masts.

1.2.3	Does your proposed change relate to a service area where there are known or potential equalities issues? Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response If you don't know, you may be able to find more information on the Croydon Observatory (http://www.croydonobservatory.org/)
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DM27: NO. This policy encourages the use of sustainable transport across the borough.

DM28: NO. This policy aims to reduce the impact of car parking and to ensure that the provision does not impede public transport, emergency services, pedestrians or cyclists.

DM29: NO. This policy sets to improve the character of the area by granting temporary uses other than car parks.

DM30: NO. This policy protects the metropolitan greenbelt by regulating the construction of telephone masts.

The proposed changes do not relate to service areas where there are known or potential equalities issues.

1.2.4	Does your proposed change relate to a service area where there are already local or national equality indicators? You can find out from the Equality Strategy (http://intranet.croydon.net/corpdept/equalities-cohesion/equalities/docs/equalitiesstrategy12-16.pdf). Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response
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No: The proposed change does not relate to a service area where there are already equality indicators.

1.2.5	Analyse and identify the likely <u>advantage</u> or <u>disadvantage</u> associated with the change that will be delivered for stakeholders (customers, residents, staff etc.) from different groups that share a “protected characteristic”
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Please see Appendix 2 (section 1) for a full description of groups.

	Likely Advantage 	Likely Disadvantage 
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Disability	DM27-29: Greater emphasis on sustainable transport including public transport is likely to provide better accessibility to town, district and neighbourhood centres for this group. DM30: This policy is unlikely to have a significant positive impact on this group.	DM27-29: This policy could see the reduction in car parking spaces which could have a negative impact on this group. DM30: This policy is unlikely to have a significant negative impact on this group.
Race/ Ethnicity	DM27-30: These policies are likely to have a positive impact on this group.	DM27-30: These policies are unlikely to have a significant negative impact on this group.
Gender	DM27-30: These policies are likely to have a positive impact on this group.	DM27-30: These policies are unlikely to have a significant negative impact on this group.
Transgender	DM27-30: These policies are likely to have a positive impact on this group.	DM27-30: These policies are unlikely to have a significant negative impact on this group.
Age	DM27-29: More sustainable transport will increase access to town, district and neighbourhood centres increasing mobility to individuals who because of age (young or old) do not drive. DM30: This policy is likely to have a positive impact on this group.	DM27-30: These policies are unlikely to have a significant negative impact on this group.
Religion /Belief	DM27-30: These policies are likely to have a positive impact on this group.	DM27-30: These policies are unlikely to have a significant negative impact on this group.
Sexual Orientation	DM27-30: These policies are likely to have a positive impact on this group.	DM27-30: These policies are unlikely to have a significant negative impact on this group.
Social inclusion issues	DM27-30: These policies will encourage more sustainable transportation and therefore drive social interaction with using more sustainable transport methods.	DM27-30: These policies are unlikely to have a significant negative impact on this group.
Community Cohesion Issues	DM27-30: This policy will encourage more sustainable transportation and therefore drive social interaction with using more sustainable transport methods.	DM27-30: These policies are unlikely to have a significant negative impact on this group.
Delivering Social Value	DM27-29: Increased mobility due to improved access to sustainable transport in the borough will make it easier for people to access different parts of the borough for work and leisure purposes which will help employment and grow the local economy. DM30: Better telecommunications is likely to have a positive impact in delivering social value	DM27-30: These policies are unlikely to have a significant negative impact on this group.

1.2.6	<p>In addition to the above are there any other factors that might shape the equality and inclusion outcomes that you need to consider?</p> <p>For example, geographical / area based issues, strengths or weaknesses in partnership working, programme planning or policy implementation</p>
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DM:27-30: NO

1.2.7	<p>Would your proposed change affect any protected groups more significantly than non-protected groups?</p> <p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response. For a list of protected groups, see Appendix.....</p>
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DM27-30: NO. Any changes would affect protected and non-protected groups equally.

1.2.8	<p>As set out in the Equality Act, is your proposed change likely to help or hinder the Council in advancing equality of opportunity between people who belong to any protected groups and those who do?</p> <p><i>In practice, this means recognising that targeted work should be undertaken to address the needs of those groups that may have faced historic disadvantage. This could include a focus on addressing disproportionate experience of poor health, inadequate housing, vulnerability to crime or poor educational outcomes etc.</i></p> <p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response</p>
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DM27-30: YES. It is considered that the proposed changes are likely to help people with a protected characteristic.

1.2.9	<p>As set out in the Equality Act, is the proposed change likely to help or hinder the Council in eliminating unlawful discrimination, harassment and victimisation in relation to any of the groups that share a protected characteristic?</p> <p><i>In practice, this means that the Council should give advance consideration to issues of potential discrimination before making any policy or funding decisions. This will require actively examining current and proposed policies and practices and taking mitigating actions to ensure that they are not discriminatory or otherwise unlawful under the Act</i></p> <p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response.</p>
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DM27-30: NO. The proposed changes are unlikely to help or hinder the Council in eliminating unlawful discrimination, harassment and victimisation in relation to any of the groups that share a protected characteristic

1.2.10	<p>As set out in the Equality Act, is your proposed change likely to help or hinder the Council in fostering good relations between people who belong to any protected groups and those who do not?</p> <p><i>In practice, this means taking action to increase integration, reduce levels of admitted discrimination such as bullying and harassment, hate crime, increase diversity in civic and political participation etc.</i></p> <p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response</p>
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DM27-30: Don't Know. Not sure if proposed change is likely to help or hinder the Council in fostering good relations between people who belong to any protected groups and those who do not.

1.3 Decision on the equality analysis

If you answer "yes" or "don't know" to ANY of the questions in section 1.2, you should undertake a full equality analysis. This is because either you already know that your change or review could have a different / significant impact on groups that share a protected characteristic (compared to non-protected groups) or because you don't know whether it will (and it might).

Decision	Guidance	Response
No, further equality analysis is not required	<p>Please state why not and outline the information that you used to make this decision. Statements such as 'no relevance to equality' (without any supporting information) or 'no information is available' could leave the council vulnerable to legal challenge.</p> <p>You must include this statement in any report used in decision making, such as a Cabinet report</p>	DM27-30: No Further equality analysis is required as the policies do not have any adverse impact on protected groups compared to non-protected groups.

1.1 Analysing the proposed change

1.1.1	What is the name of the change?
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DM31: Positive Character of the Places of Croydon
DM32: Addington
DM33: Addiscombe
DM34: Broad Green & Selhurst
DM35: Coulsdon
DM36: Croydon Opportunity Area
DM37: Crystal Palace and Upper Norwood
DM38: Kenley and Old Coulsdon
DM39: Norbury
DM40: Purley

DM41: Sanderstead
DM42: Selsdon
DM43: Shirley
DM44: South Croydon
DM45: South Norwood & Woodside
DM46: Thornton Heath
DM47: Waddon

1.1.2 Why are you carrying out this change?
Please describe the broad aims and objectives of the change. For example, why are you considering a change to a policy or cutting a service etc.

DM31-47: Inclusive part of the Croydon Local Plan 2015 Local Review.

1.1.3 What stage is your change at now?
See Appendix 1 for the main stages at which equality analyses needs to be started or updated. In many instances, an equality assessment will be started when a report is being written for Cabinet or Committee. If that report recommends that a proposed change takes place, the same equality assessment can be updated to track equality impacts as it progresses.

DM31-47: Preferred and Alternatives Options stage of Croydon Local Plan, Detailed Policies and Proposals.

Please note that an equality analysis must be completed before any decisions are made. If you are not at the beginning stage of your decision making process, you must inform your Director that you have not yet completed an equality analysis.

1.2 Who could be affected by the change and how

1.2.1 Who are your internal and external stakeholders?
For example, groups of council staff, members, groups of service users, service providers, trade unions, community groups and the wider community.

DM31-47: Wider Community, Council Staff, Members.

1.2.2 What will be the main outcomes or benefits from making this change for customers / residents, staff, the wider community and other stakeholders?

DM31: To ensure that Council's aspirations and objectives for each of Croydon's 16 Places is clearly reflected in the built environment proposals and complement and enhance the positive character types identified in each of the 16 places.

DM32: To ensure that the characteristics of New Addington are respected and enhanced.

DM33: To ensure that the characteristics of Addiscombe are respected and enhanced.

DM34: To ensure that the characteristics of Broad Green and Selhurst are respected and

enhanced

DM35: To ensure that the characteristics of Coulsdon are respected and enhanced.

DM36: To enable development opportunities; including public realm improvements, to be undertaken in a cohesive and coordinated manner a Croydon Opportunity Area Planning Framework complemented by for Fairfield, Mid Croydon, West Croydon, East Croydon and Old Town have been adopted.

DM37: Within Crystal Palace and Upper Norwood allocate sites for development.

DM38: Within Kenley and Old Coulsdon allocate sites for development.

DM39: To ensure that the characteristics of Broad Green and Selhurst are respected and enhanced.

DM40: To ensure that the characteristics of Purley are respected and enhanced.

DM41: To ensure that the characteristics of Sanderstead are respected and enhanced.

DM42: To enhance the character of Selsdon.

DM43: To retain the distinct characteristics and qualities of Shirley.

DM44: To strike a balance between enhancing the character of South Croydon and facilitating growth.

DM45: To facilitate growth and strengthen the edge of South Norwood and Woodside.

DM46: To strengthen and enhance the character, and enabling growth in Thornton Heath.

DM47: To enable development opportunities in Waddon in a coordinated and cohesive manner.

1.2.3 Does your proposed change relate to a service area where there are known or potential equalities issues?

Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response
If you don't know, you may be able to find more information on the Croydon Observatory (<http://www.croydonobservatory.org/>)

YES - There are a number of equalities issued in relation to housing, for example overcrowding and lack of affordable housing which tend to affect some protected and vulnerable groups more than others.

1.2.4 Does your proposed change relate to a service area where there are already local or national equality indicators?

You can find out from the Equality Strategy (<http://intranet.croydon.net/corpdept/equalities-cohesion/equalities/docs/equalitiesstrategy12-16.pdf>). Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response

Yes: The proposed change relates to a service area where there are already equality indicators. It links to the equality and inclusion policy objective: Foster good community relations and cohesion by getting to know our diverse communities and understand their needs and in particular: 'Promote civic pride and a sense of belonging across Croydon by providing opportunities for people to come together and share meaningful interaction'.

1.2.5 Analyse and identify the likely advantage or disadvantage associated with the change that will be delivered for stakeholders (customers, residents, staff etc.) from different groups that share a "protected characteristic"

Please see Appendix 2 (section 1) for a full description of groups.

	Likely Advantage 😊	Likely Disadvantage ☹️
Disability	DM31-47: These policies are likely to have a positive impact on this group.	DM31-47: These policies are unlikely to have a significant negative impact on this group.
Race/ Ethnicity	DM31-47: These policies are likely to have a positive impact on this group.	DM31-47: These policies are unlikely to have a significant negative impact on this group.
Gender	DM31-47: These policies are likely to have a positive impact on this group.	DM31-47: These policies are unlikely to have a significant negative impact on this group.
Transgender	DM31-47: These policies are likely to have a positive impact on this group.	DM31-47: These policies are unlikely to have a significant negative impact on this group.
Age	DM31-47: These policies are likely to have a positive impact on this group.	DM31-47: These policies are unlikely to have a significant negative impact on this group.
Religion /Belief	DM31-47: These policies are likely to have a positive impact on this group.	DM31-47: These policies are unlikely to have a significant negative impact on this group.
Sexual Orientation	DM31-47: These policies are likely to have a positive impact on this group.	DM31-47: These policies are unlikely to have a significant negative impact on this group.
Social inclusion issues	DM31-47: These policies are likely to have a positive impact on this group.	DM31-47: These policies are unlikely to have a significant negative impact on this group.
Community Cohesion Issues	DM31-47: These policies are likely to have a positive impact on this group.	DM31-47: These policies are unlikely to have a significant negative impact on this group.
Delivering Social Value	DM31-47: These policies are designed to protect, strengthen and enhance the characteristics of the 16 designated places of Croydon.	DM31-47: These policies are unlikely to have a significant negative impact on this group.

1.2.6	<p>In addition to the above are there any other factors that might shape the equality and inclusion outcomes that you need to consider?</p> <p>For example, geographical / area based issues, strengths or weaknesses in partnership working, programme planning or policy implementation</p>
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DM31-47:NO

1.2.7	<p>Would your proposed change affect any protected groups more significantly than non-protected groups?</p> <p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response. For a list of protected groups, see Appendix.....</p>
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DM31-47: NO. Any changes would affect protected and non-protected groups equally.

1.2.8	<p>As set out in the Equality Act, is your proposed change likely to help or hinder the Council in advancing equality of opportunity between people who belong to any protected groups and those who do?</p> <p><i>In practice, this means recognising that targeted work should be undertaken to address the needs of those groups that may have faced historic disadvantage. This could include a focus on addressing disproportionate experience of poor health, inadequate housing, vulnerability to crime or poor educational outcomes etc.</i></p> <p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response</p>
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DM31-47: YES. It is considered that the proposed changes are likely to help people with a protected characteristic.

1.2.9	<p>As set out in the Equality Act, is the proposed change likely to help or hinder the Council in eliminating unlawful discrimination, harassment and victimisation in relation to any of the groups that share a protected characteristic?</p> <p><i>In practice, this means that the Council should give advance consideration to issues of potential discrimination before making any policy or funding decisions. This will require actively examining current and proposed policies and practices and taking mitigating actions to ensure that they are not discriminatory or otherwise unlawful under the Act</i></p> <p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response.</p>
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DM31-47: NO. The proposed changes are unlikely to help or hinder the Council in eliminating unlawful discrimination, harassment and victimisation in relation to any of the groups that share a protected characteristic

1.2.10	<p>As set out in the Equality Act, is your proposed change likely to help or hinder the Council in fostering good relations between people who belong to any protected groups and those who do not?</p> <p><i>In practice, this means taking action to increase integration, reduce levels of admitted discrimination such as bullying and harassment, hate crime, increase diversity in civic and political participation etc.</i></p> <p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response</p>
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DM31-47: Don't Know. Not sure if proposed change is likely to help or hinder the Council in fostering good relations between people who belong to any protected groups and those who do not.

1.3 Decision on the equality analysis

If you answer "yes" or "don't know" to ANY of the questions in section 1.2, you should undertake a full equality analysis. This is because either you already know that your change or review could have a different / significant impact on groups that share a protected characteristic (compared to non-protected groups) or because you don't know whether it will (and it might).

Decision	Guidance	Response
No, further equality analysis is not required	<p>Please state why not and outline the information that you used to make this decision. Statements such as 'no relevance to equality' (without any supporting information) or 'no information is available' could leave the council vulnerable to legal challenge.</p> <p>You must include this statement in any report used in decision making, such as a Cabinet report</p>	DM31-47: No Further equality analysis is required as the policies do not have any adverse impact on protected groups compared to non-protected groups
Yes, further equality analysis is required	<p>Please state why and outline the information that you used to make this decision. Also indicate</p> <ul style="list-style-type: none"> • When you expect to start your full equality analysis • The deadline by which it needs to be completed (for example, the date of submission to Cabinet) • Where and when you expect to publish this analysis (for example, on the council website). <p>You must include this statement in any report used in decision making, such as a Cabinet report.</p>	
Officers that must approve this decision	Name and position	Date
Report author	Alexander Ross / Bartlett Intern.	22/07/2015
Director		

1.4 Feedback on Equality Analysis (Stage 1)

Please seek feedback from the corporate equality and inclusion team and your departmental lead for equality (the Strategy and Planning Manager / Officer)

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Name of Officer		
Date received by Officer		Please send an acknowledgement
Should a full equality analysis be carried out?		Note the reasons for your decision

Stage 2 Use of evidence and consultation to identify and analyse the impact of the change
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Use of data, research and consultation to identify and analyse the probable Impact of the proposed change

This stage focuses on the use of existing data, research, consultation, satisfaction surveys and monitoring data to predict the likely impact of proposed change on customers from diverse communities or groups that may share a protected characteristic.

Please see Appendix 2 (section 2) for further information.

2.1	<p>Please list the documents that you have considered as a part of the equality analysis review to enable a reasonable assessment of the impact to be made and summarise the key findings.</p> <p>This section should include consultation data and desk top research (both local and national quantitative and qualitative data) and a summary of the key findings.</p>
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2.2	<p>Please complete the table below to describe what the analysis, consultation, data collection and research that you have conducted indicates about the probable impact on customers or staff from various groups that share a protected characteristic.</p>
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Group's with a "Protected characteristic" and broader community issues	Description of potential advantageous impact	Description of potential disadvantageous impact	Evidence Source

Group's with a "Protected characteristic" and broader community issues	Description of potential advantageous impact	Description of potential disadvantageous impact	Evidence Source

2.3 Are there any gaps in information or evidence missing in the consultation, data collection or research that you currently have on the impact of the proposed change on different groups or communities that share a protected characteristic? If so, how will you address this?

Please read the corporate public consultation guidelines before you begin:
<http://intranet.croydon.net/finance/customerservices/customerserviceprogramme/stepbystepguide.asp>.

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2.4 If you really cannot gather any useful information in time, then note its absence as a potential disadvantageous impact and describe the action you will take to gather it.

Please complete the table below to set out how will you gather the missing evidence and make an informed decision. Insert new rows as required

Group's with a "Protected characteristic" and broader community issues	Missing information and description of potential disadvantageous impact	Proposed action to gather information

Stage 3 Improvement plan

Actions to address any potential disadvantageous impact related to the proposed change

This stage focuses on describing in more detail the likely disadvantageous impact of the proposed change for specific groups that may share a protected characteristic and how you intend to address the probable risks that you have identified stages 1 and 2.

3.1 Please use the section below to define the steps you will take to minimise or mitigate any likely adverse impact of the proposed change on specific groups that may share a protected characteristic.

Equality Group (Protected Characteristic)	Potential disadvantage or negative impact	Action required to address issue or minimise adverse impact	Action Owner	Date for completing action

3.2 How will you ensure that the above actions are integrated into relevant annual department or team service plans and the improvements are monitored?

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3.3 How will you share information on the findings of the equality analysis with customers, staff and other stakeholders?

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Section 4 Decision on the proposed change

4.1 Based on the information in sections 1-3 of the equality analysis, what decision are you going to take?

Decision	Definition	Yes / No
We will not make any major amendments to the proposed change because it already includes all appropriate	Our assessment shows that there is no potential for discrimination, harassment or victimisation and that our proposed change already includes all appropriate actions to advance equality and foster good relations between groups.	

actions.		
We will adjust the proposed change.	We have identified opportunities to lessen the impact of discrimination, harassment or victimisation and better advance equality and foster good relations between groups through the proposed change. We are going to take action to make sure these opportunities are realised.	
We will continue with the proposed change as planned because it will be within the law.	<p>We have identified opportunities to lessen the impact of discrimination, harassment or victimisation and better advance equality and foster good relations between groups through the proposed change.</p> <p>However, we are not planning to implement them as we are satisfied that our project will not lead to unlawful discrimination and there are justifiable reasons to continue as planned.</p>	
We will stop the proposed change.	The proposed change would have adverse effects on one or more protected groups that are not justified and cannot be lessened. It would lead to unlawful discrimination and must not go ahead.	

4.2	Does this equality analysis have to be considered at a scheduled meeting? If so, please give the name and date of the meeting.
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