

# **Rayleigh Centre Area Action Plan**

## **Equalities Impact Assessment**

**November 2014**

## **Introduction**

### **The Public Equality Duty**

The Public Equality Duty requires Rochford District Council to have due regard to the need to eliminate discrimination, promote equality of opportunity and foster good relations between different communities.

As such, the Council must take into account what impact its policies and decisions will have on people who are protected under the Equality Act 2010 (people who share a protected characteristic of age, disability, gender identity and gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation).

Although Equality Impact Assessments (EIAs) in their written form are not a legal requirement under the Equality Law, the production of an Equalities Impact Assessment is a useful process for providing evidence of compliance with the Public Equality Duty.

### **The Rayleigh Centre Area Action Plan**

The Rayleigh Centre Area Action Plan will create the framework for development sites and planning policies for Rayleigh town centre. The Rayleigh Centre Area Action Plan will help to guide public and private investment in the area. It follows on from, and has to conform to, the Rochford Core Strategy - the Plan that was adopted in December 2011 which set out the principles for development in Rayleigh town centre.

## **Preliminary Assessment**

### **Background**

<b>Policy or Service being assessed</b>	Rayleigh Area Action Plan
<b>Lead Officer</b>	Samuel Hollingworth – Planning Policy Team Leader
<b>What are the aims or function of the policy or service?</b>	The Rayleigh Centre Area Action Plan will create the framework for development sites and planning policies for Rayleigh town centre. The Rayleigh Centre Area Action Plan will help to guide public and private investment in the area.
<b>New policy or amendment to existing?</b>	New policy
<b>Who is this policy / strategy going to benefit or have a detrimental effect on and how?</b>	All residents, visitors and businesses in the District will potentially be affected by the future allocation of land, planning policies and development in Rayleigh town centre, particularly those who live, work and / or use any services in Rayleigh.

### **Assessment**

#### **1. Does, or could the policies / strategies have a negative impact on members of the equality groups below?**

<b>Group</b>	<b>Impact (negative, unclear, or positive / no impact)</b>
<b>Age</b>	Positive / no impact
<b>Disability</b>	Positive / no impact
<b>Gender identity and gender reassignment</b>	Positive / no impact
<b>Pregnancy and maternity</b>	Positive / no impact
<b>Race</b>	Positive / no impact
<b>Religion or belief</b>	Positive / no impact
<b>Sex</b>	Positive / no impact
<b>Sexual orientation</b>	Positive / no impact

**2. Does, or could the policies / strategies help to promote equality for members of the equality groups?**

<b>Group</b>	<b>Yes, no, or unclear</b>
Age	Yes
Disability	Yes
Gender identity and gender reassignment	No
Pregnancy and maternity	No
Race	Yes
Religion or belief	No
Sex	No
Sexual orientation	No

**3. Have there been opportunities for members of the equality groups to influence, affect and shape the policies / strategies?**

<b>Group</b>	<b>Yes, no, or unclear</b>
Age	Yes
Disability	Yes
Gender identity and gender reassignment	Yes
Pregnancy and maternity	Yes
Race	Yes
Religion or belief	Yes
Sex	Yes
Sexual orientation	Yes

**Having regard to the results of assessments 1 – 3 above, is further, detailed assessment required?**

No. The Rayleigh Centre Area Action Plan will allocate land and set planning policies for the development of Rayleigh town centre in order to deliver the Rochford Core Strategy, which in itself was subject to an Equality Impact Assessment. Generally, the policies in the Rayleigh Centre Area Action Plan increase the affordability of housing, and ensure services and facilities are accessible. The Rayleigh Centre Area Action Plan has been subject to community involvement, the results of which have helped shape the plan.