

Equality Impact Assessment (EIA) Form - PUBLIC

NAME OF COUNCIL	Staffordshire Moorlands District Council
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This assessment will be public and published on the council website. Please ensure that any group who has been consulted to provide the information within this form has been given sufficient feedback. Information within this assessment should provide the equality implications in any relevant report and be available for members prior to any decisions in relation to the content of this assessment.

SECTION 1: Initial Screening

Name of policy ¹ or function ² being assessed	Policy / Function Status		
Conservation Area Character Appraisals and Article 4 Directions	New		
Responsible Service Area	Date Form Completed		
Development Services	12/07/2021		
Lead Officer for this Assessment	Contact Number		
Mark James	Ext. 3643		

Is there likely to be an impact on:

	Yes	No	Possibly
the availability, eligibility, quality or cost of a service to individuals, households, communities or specific groups of people		X	
the quality of life of individuals, households, communities or specific groups of people		X	
the opportunities for individuals, households, communities or specific groups of people to improve their lives in some specific way	X		

If yes/possibly to any of the above questions then please complete section 2.

If No to all the above questions, please provide a brief explanation of why no further consideration is required with regard to the Council's equality duties.

SECTION 2:

2.1: Identifying the aims of the policy or function

Summarise: the main aims, objectives and/or purpose and scope of the policy, practice, service or function.
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An Article 4 Direction gives local planning authorities the power to restrict permitted development rights where they have the potential to undermine the protection of the historic environment. This Direction brings certain types of development back under planning control so that potentially harmful proposals can be considered case-by-case through a planning application.

Who is/are the intended customer or beneficiary of this policy or function?
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The local community will be the main beneficiary as the historic character of conservation areas will be more strictly managed and protected by the Council

2.2: Evidence of Impact

What evidence or data is being used to inform the Council’s understanding of the impact of the decision about this policy or function on equality target groups? (Please list and note where the evidence/data is held.)

Note: Evidence from consultation/engagement is particularly powerful. Please refer to the guidance available on the intranet.

Consultation on the proposals is to be undertaken. An updated assessment of equalities impacts can be undertaken following the consultation and prior to the Council making any final decisions.

Are there gaps/weaknesses in the available evidence/data which limit our understanding of the impact?

Yes	<p>Detail: The proposals have not yet been subject to public consultation.</p> <p>However, development that will require planning consent as a result of the Article 4 Directions will be determined in accordance with the Local Plan. The Local Plan was subject to a detailed Equalities Impact Assessment.</p>
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If yes: How significant are these gaps?

Not Significant – can proceed to decision	X	<p>Justification: Approval is sought for public consultation at this stage. The Council will need to review feedback and equalities impacts again prior to making a decision about whether to implement Article 4 Directions.</p> <p>Furthermore, it is not envisaged that there will be any adverse impacts on protected groups.</p> <p>Local Plan policies have already been subject to a EqIA.</p>
Significant but can proceed to decision		Justification & action to be taken:
Significant and requires further investigation prior to a decision being made.		Summarise the plan of action:

2.3: Assessment of impact

Taking into account all the evidence available to you indicate where you think that the policy/function could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage. Potential discrimination may be direct - i.e. treating someone less favourably because of certain attributes of who they are or indirect i.e. when the proposed practice, policy or procedure may have the effect of disadvantaging people who share certain protected characteristics. Indicate where you think the policy/function could have an intended or unintended **positive impact** on any of the groups to promoting diversity and equality. Where the policy/function is not relevant to a particular group or has no potential impact indicate as neutral. Please give reasons for each outcome:

Protected Groups	Negative Impact	Positive Impact	Neutral Impact	Explain impact & state what action can be taken (either to mitigate negative impacts or enhance positive impacts) .
People of a particular age such as children, young people, older people			X	Neutral impacts expected. Article 4 Directions will result in additional works requiring planning consent from the Council. However, the Local Plan has already been subject to an EqlA.
People with disabilities including physical disabilities, sensory impairments, limiting long-term illnesses, learning disabilities or mental health difficulties			X	As above
Racial / minority ethnic groups?			X	As above
Women or men including those living in particular communities			X	As above
Pregnant women or people on maternity or paternity leave or breastfeeding mothers.			X	As above
A person's marital status including civil partnership			X	As above
People with a particular sexual orientation			X	As above
People with particular religion or belief			X	As above

Trans people or people planning to or going through gender reassignment			X	As above
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If there is potential for significant negative impacts on groups with protected characteristics which either cannot be mitigated or where there is uncertainty about the efficacy of measures, consideration should be given to consultation/engagement (or specific consultation and engagement) with those groups of people who may/will be impacted. Please refer to the separate guidance. If further consultation takes place then the Assessment of Impact above (2.3) should be revised taking into account any additional evidence.

Is further information or consultation required to complete this assessment? Yes

If an adverse negative impact has been identified that cannot be fully mitigated, can it be justified on grounds of promoting equality of opportunity for one group or for any other reason? i.e. is it a proportionate response to achieve a legitimate and justified aim. Please explain.

A further report will be provided after the public consultation when the Council will make a final decision on the introduction of Article 4 Directions.

2.4 Conclusion

It is currently considered that the proposals will have a neutral impact on protected groups but this can be confirmed after the public consultation.

Signed (lead officer): Mark James

Date: 12/07/2021