

# DUNDEE CITY COUNCIL

## Equality Impact Assessment Tool

### Part 1 Description / Consultation

Is this a <b>Rapid</b> Equality Impact Assessment (RIAT) ?	<b>YES</b>
Is this a <b>Full</b> Equality Impact Assessment (EQIA)?	<b>NO</b>
Date of assessment <b>14/09/2012</b>	Title of document being assessed: <b>Proposed Dundee Local Development Plan</b>
Committee report number <b>370-2012</b>	
1) This is a new policy, procedure, strategy or practice being assessed <b>YES</b>	This is an existing policy, procedure, strategy or practice being assessed? <b>NO</b>
2) Please give a brief description of the policy, procedure, strategy or practice being assessed.	<b>The Proposed Dundee Local Development Plan is a physical land use planning document, setting out the strategy which will guide future development of the City for a period of five years and provide broad indications of growth for up to ten years in the future. The plan also contains policies and proposals covering the principal land use issues in the City and sets out where new development should and should not happen.</b>
3) What is the intended outcome of this policy, procedure, strategy or practice?	<b>To direct appropriate physical development in the right place at the right time, ultimately reshaping and further developing Dundee to address the needs and demands of its residents.</b>
4) Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	<b>'Dundee Local Development Plan - Equality Impact Assessment', October 2012, 'TAYplan proposed Strategic Development Plan - Equalities and Human Rights Impact Assessment, October 2011' and ' Aberdeen City Council - Equality and Human Rights Impact Assessment, October 2011.'</b>
5) Has any consultation, involvement or research with protected characteristic communities informed this assessment? If yes please give details.	<b>Yes. Details of the full consultation process to date are detailed in the 'Dundee Local Development Plan - Equality Impact Assessment'.</b>
6) Please give details of council officer involvement in this assessment. (E.g. names of officers consulted, dates of meetings etc)	<b>Gordon Reid, Siobhan Johnson, Catherine Conroy and Scott Mands agreed the EQIA process for the Dundee Local Development Plan.</b>
7) Is there a need to collect further evidence or to involve or consult protected characteristics communities on the impact of the proposed policy?	<b>Equality Impact assessments will be carried out for projects outlined in the Action Programme consulting with protected characteristic communities as appropriate.</b>

(Example: if the impact on a community is not known what will you do to gather the information needed and when will you do this?)

## **Part 2 Protected Characteristics**

Which protected characteristics communities will be positively or negatively affected by this policy, procedure or strategy?

NB Please place an X in the box which best describes the "overall" impact. It is possible for an assessment to identify that a positive policy can have some negative impacts and visa versa. When this is the case please identify both positive and negative impacts in Part 3 of this form.

If the impact on a protected characteristic communities are not known please state how you will gather evidence of any potential negative impacts in box Part 1 section 7 above.

	<b>Positively</b>	<b>Negatively</b>	<b>No Impact</b>	<b>Not Known</b>
Ethnic Minority Communities including Gypsies and Travellers	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Gender	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
People with a disability	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Age	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lesbian, Gay and Bisexual	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Socio-economic	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy & Maternity	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Other (please state)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### **Part 3 Impacts / Monitoring**

<p>1) <b>Have any positive impacts been identified?</b> (We must ensure at this stage that we are not achieving equality for one strand of equality at the expense of another)</p>	<p>Yes. The residents and businesses in Dundee will be the main beneficiaries of the policies and proposals in the Dundee Local Development Plan. In particular, those who come under the, 'People with a Disability', 'Age' and 'Socio-economic' categories will benefit. The plan seeks to provide increased accessibility, increased housing supply, increased employment opportunities and an improved quality of place.</p>
<p>2) <b>Have any negative impacts been identified?</b> (Based on direct knowledge, published research, community involvement, customer feedback etc. If unsure seek advice from your departmental Equality Champion.)</p>	<p>No</p>
<p>3) <b>What action is proposed to overcome any negative impacts?</b> E.g. involving community groups in the development or delivery of the policy or practice, providing information in community languages etc. see Good Practice on DCC equalities web page</p>	<p>N/A</p>
<p>4) <b>Is there a justification for continuing with this policy even if it cannot be amended or changed to end or reduce inequality without compromising its intended outcome?</b> (If the policy that shows actual or potential unlawful discrimination you must stop and seek legal advice)</p>	<p>N/A</p>
<p>5) <b>Has a 'Full' Equality Impact Assessment been recommended?</b> (If the policy is a major one or is likely to have a major impact on protected characteristics communities a Full Equality Impact Assessment may be required) Seek advice from your departmental Equality lead.</p>	<p>Dundee City Council's Equality and Diversity Officer has confirmed that a Full Equality Impact Assessment is not required.</p>
<p>6) <b>How will the policy be monitored?</b> (How will you know it is doing what it is intended to do? e.g. data collection, customer survey etc.</p>	<p>Through the Dundee Local Development Plan Action Programme.</p>

#### Part 4 Contact information



**Name of Department or Partnership:** City Development

#### **Type of Document**

Human Resource Policy	<input type="checkbox"/>
General Policy	<input type="checkbox"/>
Strategy/Service	<input type="checkbox"/>
Change Papers/Local Procedure	<input type="checkbox"/>
Guidelines and Protocols	<input type="checkbox"/>
Other: <b>Local Development Plan</b>	x

#### **Contact Information**

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Signature of author of the policy:		17 October 2012
Signature of Director/Head of Service area:		17 October 2012
Name of Director / Head of Service:	Mike Galloway	
Date of next policy review:	October 2019	