



## EIA Initial Screening Form – policy

<b>1. Name of Policy:</b>	
<b>2. Name and Job title / role of person completing Initial Screening:</b>	Mr Chris Leuchars Secretary, Neighbourhood Plan Steering Group
<b>3. What is the main purpose of the Policy?</b>	To deliver a shared vision of appropriate sustainable development in King's Cliffe until 2031 through policies for Housing; Sustainable Housing Design; Protecting the Built Environment; Parking and Transport; Business, Retail and Services; and Protecting the Rural Character .
<b>4. Who is the Policy aimed at?</b>	Residents, District Council, Developers, Landowners, Business
<b>5. How is the success of the Policy measured?</b>	By fulfilling the aim of the Plan: "King's Cliffe in 2031 will retain its distinctive character as a beautiful, rural, tranquil village. Any changes will have been designed to enhance this character and add to the quality of life of its inhabitants. It will have gone some way towards becoming more self-sustaining in terms of energy and services, and will be in a position to enable its residents to remain in the village for the whole of their lives." The Plan seeks to deliver enhancements within the Parish of King's Cliffe for all groups, regardless of age, race, gender, sexual orientation, disability or belief. The need to deliver an improved quality of life through further housing or employment developments should deliver benefits for all.
<b>6. Are equality monitoring systems for the Policy in place?</b>	No <i>(If yes give details)</i>

**7. Use the following table to indicate using a ✓:**

- a) Where you think that the Policy could have a positive impact on any of the groups or contribute to promoting equality of opportunity or improving relations within equality groups.
- b) Where you think that the Policy could have a negative impact on any of the equality groups i.e. it could disadvantage them.
- c) Where you think that the Policy could have a neutral impact on any of the equality group i.e. no impact

Equality Group	Positive Impact	Negative Impact	Neutral Impact	Reason
<b>Gender:</b>				
Women/Girls			✓	
Men/Boys			✓	
Transgender people			✓	
<b>Sexual Orientation:</b>				
Lesbians, gay men and bisexuals			✓	
<b>Race/Ethnicity:</b>				
White British people			✓	
White non-British people (including Irish people)			✓	
Asian or Asian British people			✓	
Black or Black British people			✓	
People of mixed heritage			✓	
Chinese people			✓	
Travellers (Gypsy/Roma/Irish heritage)			✓	
People from other ethnic groups			✓	
People who do not have English as their first language			✓	

Equality Group	Positive Impact	Negative Impact	Neutral Impact	Reason
<b>Disability:</b>				
Physical impairment, e.g mobility issues which mean using a wheelchair or crutches.			✓	
Sensory impairment, e.g blind/having a serious visual impairment, deaf/having a serious hearing impairment.			✓	
Mental health condition, e.g depression or schizophrenia			✓	
Learning disability/difficulty, e.g. Down's syndrome or dyslexia, or cognitive impairment such as autistic spectrum disorder			✓	
Long-standing illness or health condition, e.g. cancer, HIV. Diabetes, chronic heart disease or epilepsy			✓	
Other health problems or impairments ( <i>please specify if appropriate</i> )			✓	
<b>Age:</b>				
Older People (60+)	✓			Policy aims to provide homes for downsizing (Policy H2, p.14), as well as supported assisted living (Policy SA1, p.30)
Children and Young People (see guidance for definition)			✓	
<b>Religion/Belief:</b>				
Christian			✓	
Buddhist			✓	
Hindu			✓	
Jewish			✓	
Muslim			✓	

Equality Group	Positive Impact	Negative Impact	Neutral Impact	Reason
Sikh			✓	
Other religion (including holding no belief)			✓	
<b>Other Potentially Affected Groups</b>				
Rural Isolation - People who live in rural areas e.g isolated geographically, lack of internet access	✓			High speed broadband demanded Policy RBS2, (p.25)
Socio-economic Exclusion – e.g. people who are on benefits, have low educational attainment, single parents, people living in poor quality housing, people who have poor access to services, the unemployed or any combination of these and the other protected strands	✓			Social and affordable housing supported by Policy H2, (p.14)
Any other potentially affected groups ( <i>please specify</i> )			✓	
<p><b>8. If you have indicated that there is a negative impact on any group:</b>  N/A  The EIA has revealed that <b>none</b> of the policies and proposals in the King's Cliffe Neighbourhood Plan will have a negative impact for the various groups defined by the Equalities Act and will, in the main, have a neutral impact. Some positive impacts are identified; through the delivery of local needs/ affordable housing and high speed broadband.</p>				
a) Is that impact against legislation?	Yes	No		
b) What is the level of impact?	High	Low		
9. Could you minimise or remove any negative impact that is of low significance?	How?			
10. Could you improve a positive impact of the Policy?	How?			
11. If there is no evidence that the Policy promotes equality of opportunity or improved relations, could it be adapted so that it does?	How?			



East Northamptonshire

Head of Service signature

Date of Initial Screening:

**NOTE**

If a negative impact has been highlighted and it is possibly discriminatory and not intended and/or of high impact you must complete a Full EIA.

If not, you should still consider if completing a Full EIA would be helpful in making a thorough assessment.

**Full EIA Assessment Form**

<b>12. Name of Policy:</b>	
13. Looking back at the Initial Screening Form, in what area(s) are there concerns that the Policy could have a negative impact?  (✓ all that apply)	
Gender:	
Sexual orientation:	
Race/Ethnicity	
Disability:	
Age	
Religion/Belief	
Rural isolation	
Socio-economic exclusion	
Any other affected groups:	
14. Summarise the likely negative impacts:	

15. What consultation on this Policy has already taken place with groups/individuals from equality target groups?	
16. What does it indicate about the negative impact of this Policy?	
17. What consultation will be conducted/is planned on this Policy with equality target groups?	
<b>18. Once this consultation activity has taken place, indicate the outcomes:</b>	
19. What consultation on this Policy has already taken place with staff - including those that have, or will have direct experience of implementing the Policy?	
20. What does it indicate about the negative impact of this Policy?	
21. What consultation will be conducted/is planned on this Policy with staff?	
<b>22. Once this consultation activity has taken place, indicate the outcomes:</b>	
23. What relevant research/data/reports concerning the equality target groups have been used in the planning of this Policy and what does it tell us about the negative impact?	
24. What research concerning the equality target groups needs to be conducted in relation to this Policy?	
<b>25. Once this has been carried out, what does it tell us about the negative impact?</b>	

26. If there are any research gaps, are there any experts/relevant groups that can be contacted to obtain views and evidence on the issues?	
<b>27. Once they have been contacted, what information have we found out?</b>	
28. Is it important that we conduct/commission specific research on this issue? Explain the research required:	
29. If we need to conduct /commission research what are the likely timescales and resource implications / costs involved?	
30. If you require further information, what will you do in the interim to address the negative impact?	
<b>31. List the changes that have been identified which will ensure that the negative impact is addressed:</b>	
<b>32. Have you introduced changes you planned, with any necessary training?</b>	Give details :
<b>33. Does everyone involved in the Policy know and understand what you have done?</b>	
<b>Now complete the action planning form which will detail the changes that need to be made to this Policy.</b>	







## Equality Impact Assessment Action Plan

Action identified	Key activity	How will we know this has been achieved? (measures, milestones and dates)	Officer responsible	Quarterly progress update

**Planned date for next EIA exercise**