



Equality Screening Assessment

The Equality Screening Assessment form must be completed to evidence what impact the proposal may have on equality groups within our community or workforce. Any proposal that identifies a negative impact must have a full Equality Impact Assessment completed before the proposal progresses further.

1: Proposal

Requirement	Detail
Title of proposal	North Northamptonshire Statement of Community Involvement (SCI).
Type of proposal: new policy / change to policy / new service / change to service / removal of service / project / event/ budget	Updated policy.
What is the objective of this proposal?	<p>The SCI sets out how the Council will consult and engage on development plans and planning applications, and how the Council will support neighbourhood plans.</p> <p>The SCI sets out the Council's commitment to eliminate any forms of discrimination and ensure that consultation reaches everyone, including 'hard to reach' groups who have traditionally been under-represented in consultation exercises.</p>

Requirement	Detail
	<p>The requirement to consult on the preparation of development plans and determination of planning applications is set within planning legislation; however, the SCI proposes measures that go beyond the legal requirements to encourage early and meaningful engagement to help local communities positively shape the areas where they live.</p>
<p>Has there been/when will there be consultation on this proposal? (List all the groups / communities, including dates)</p>	<p>Consultation on the draft SCI was undertaken for a period of six weeks between 7 December 2021 and 28 January 2022. 390 individuals and representatives on the Councils planning policy consultation database were contacted, including specific consultation bodies; parish and town councils; community groups; developers, agents, landowners and individuals that have expressed an interest to be notified of all planning policy related matters for North Northamptonshire.</p> <p>The draft SCI and supporting information were made available on the Council's Consultation Hub, with members of the North Northamptonshire Consultation Register and the North Northamptonshire Residents' Panel also notified.</p> <p>Hard copies of the document and supporting information were made available to view in the main North Northamptonshire Council Offices and Libraries.</p> <p>Public consultation undertaken on the draft SCI and content of the SCI are consistent with the Council's Consultation and engagement framework 2021.</p>

Requirement	Detail
Did the consultation on this proposal highlight any positive or negative impact on protected groups? (If yes, give details)	No specific impacts were highlighted through public consultation on the SCI; however, it is considered the consultation and engagement promoted through the SCI promotes equality of opportunity and positively impacts on all sections of the community in North Northamptonshire, including those who share a protected characteristic.
What processes are in place to monitor and review the impact of this proposal?	Planning legislation requires the SCI is to be updated every five years, or sooner if a change in circumstances requires it.
Who will approve this proposal? (Committee, CLT)	Planning Policy Executive Advisory Panel; Executive; and Full Council.

2: Equality Consideration

In turn, consider each protected group to ensure we meet our legal obligations of the Equality Act (2010).

Protected Groups	General Equality Duty Considerations	Changes	Impact
Age Different age groups that may be affected by the proposal in different ways.	<ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? <p>The SCI recognises that there are some groups of the community that are traditionally under-represented in consultation exercises, particularly related to plan making. This can affect young people and the elderly, depending on their access to information and willingness to engage. The SCI explains that the Council is</p>	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	<p>Delete as appropriate.</p> <p>There can be more than one answer per protected group.</p> <p>Positive Neutral Negative</p>

Protected Groups	General Equality Duty Considerations	Changes	Impact
	<ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? <p>committed to eliminating discrimination and will try to directly liaise with 'hard to reach' groups through targeted engagement or specific techniques that take account of their particular needs, which aims to encourage younger and older groups within the community to engage with the planning system to ensure they are fully represented.</p> <p>For both plan making and the processing of planning applications the Council will take appropriate measures to consult and engage with local communities, including through town and parish councils and neighbourhood planning groups. This may include more traditional methods of consultation, such as providing hard copies of documents at centrally accessible locations, which are often preferred by older people, but the Council will also make use of electronic communication and online representations to consult as widely as possible, to encourage younger people to engage with the planning system. The combined methods of engagement will allow younger and older groups within the community to positively influence local development plans,</p>	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	<p>Delete as appropriate.</p> <p>There can be more than one answer per protected group.</p>

Protected Groups	General Equality Duty Considerations	Changes	Impact
	<ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? <p>neighbourhood plans and development proposals within their local areas, which will help to foster good relations with these protected groups.</p> <p>Table 1 within the SCI sets out who will be consulted at specific stages in the formal plan preparation process. The general consultation bodies within table 1 include 'bodies which represent the interests of the elderly in the authority's area' and 'Local schools in the authority's area'. The identified 'hard to reach' groups within the SCI also include youth and the elderly.</p>	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	<p>Delete as appropriate.</p> <p>There can be more than one answer per protected group.</p>
<p>Sex</p> <p>Is one sex affected more than another or are they affected the same?</p>	<p>The SCI is inclusive to all members of the community and makes no distinction based on gender. The benefits of the SCI would apply equally to this protected group as they do to the public generally.</p> <p>The SCI itself does not specifically impact one gender over another, but the engagement and consultation proposed through the SCI offers all members of this equality group the opportunity to positively shape the areas where they live.</p>		<p>Positive</p> <p>Neutral</p> <p>Negative</p>

Protected Groups	General Equality Duty Considerations	Changes	Impact
<p>Disability</p> <p>It is likely to have an effect on a particular type of disability? Why?</p>	<p>The SCI recognises that there are some groups of the community that are traditionally under-represented in consultation exercises, particularly related to plan making, which can affect individuals with a disability, especially where they have limited access to information. The SCI explains that the Council is committed to eliminating discrimination and will try to directly liaise with 'hard to reach' groups through targeted engagement or specific techniques that take account of their particular needs. The identified 'hard to reach' groups within the SCI include those with a disability.</p> <p>More traditional methods of consultation are promoted through the SCI, such as providing hard copies of documents at centrally accessible locations, which can help to eliminate discrimination for those with a physical disability, but the Council will also make use of electronic communication and online representations to consult as widely as possible, which may also include an increased use of social media where appropriate. All electronic documents are made available in accessible formats to</p>	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	<p>Delete as appropriate.</p> <p>There can be more than one answer per protected group.</p> <p>Positive Neutral Negative</p>

Protected Groups	General Equality Duty Considerations	Changes	Impact
	<ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? <p>meet with accessibility requirements and assist those with visual disabilities. The SCI supports making hard copies of consultation documents available to 'hard to reach' groups, who do not have access to a computer, but all documentation can be made available in alternative formats, such as braille, on request.</p> <p>Table 1 within the SCI sets out who will be consulted at specific stages in the plan preparation process. The general consultation bodies within table 1 includes 'bodies representing disabled persons in the authority's area'.</p>	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	<p>Delete as appropriate.</p> <p>There can be more than one answer per protected group.</p>
<p>Gender Reassignment</p> <p>Will there be an impact on trans males and/or trans females?</p>	<p>The SCI is inclusive to all members of the community and makes no distinction based on gender reassignment. The benefits of the SCI would apply equally to this protected group as they do to the public generally.</p> <p>The SCI itself does not differentially impact an individual based on gender reassignment, but the engagement and consultation proposed through the SCI aims to ensure all groups within the community are represented</p>		<p>Positive</p> <p>Neutral</p> <p>Negative</p>

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	<ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? 	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	Delete as appropriate. There can be more than one answer per protected group.
<p>Race</p> <p>Are people from one ethnic group affected more than people from another ethnic group?</p>	<p>within the planning system and in doing so offers all members of this equality group the opportunity to positively shape the areas where they live.</p> <p>The SCI recognises that there are some groups of the community that are traditionally under-represented in consultation exercises, particularly related to plan making, which can include those from different ethnic groups. The SCI explains that the Council is committed to eliminating discrimination and will try to directly liaise with 'hard to reach' groups through targeted engagement or specific techniques that take account of their particular needs. The identified 'hard to reach' groups within the SCI includes those from different ethnic groups.</p> <p>The SCI supports making hard copies of consultation documents available to 'hard to reach' groups, who do not have access to a computer, but all documentation can be made available in alternative formats, or different languages, on request.</p>		<p>Positive</p> <p>Neutral</p> <p>Negative</p>

Protected Groups	General Equality Duty Considerations	Changes	Impact
	<ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? <p>The SCI also recognises that some plans or planning documents may affect certain communities differently and more significantly than others; where this is the case these will be subjected to an equality impact assessment to identify any negative or differential impacts; which if cannot be avoided should be mitigated.</p> <p>Table 1 within the SCI sets out who will be consulted at specific stages in the plan preparation process. The general consultation bodies within table 1 includes 'bodies representing racial, ethnic or national groups in the authority's area'.</p>	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	<p>Delete as appropriate.</p> <p>There can be more than one answer per protected group.</p>
<p>Sexual Orientation</p> <p>Are people of one sexual orientation affected differently to people of another sexual orientation?</p>	<p>The SCI is inclusive to all members of the community and makes no distinction based on sexual orientation.</p> <p>The benefits of the SCI would apply equally to this protected group as they do to the public generally.</p> <p>The SCI itself does not differentially impact an individual based on sexual orientation, but the engagement and consultation proposed through the SCI aims to ensure all groups within the community are represented within the planning system and in doing so offers all members</p>		<p>Positive</p> <p>Neutral</p> <p>Negative</p>

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	<ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? 	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	Delete as appropriate. There can be more than one answer per protected group.
<p>Marriage & Civil Partnership</p> <p>Are people in a Marriage or Civil Partnership treated less favourably?</p>	<p>The SCI is inclusive to all members of the community and makes no distinction based on their marriage or civil partnership status. The benefits of the SCI would apply equally to this protected group as they do to the public generally.</p> <p>The SCI itself does not differentially impact an individual based on whether they are married or in a civil partnership, but the engagement and consultation proposed through the SCI aims to ensure all groups within the community are represented within the planning system and in doing so offers all members of this equality group the opportunity to positively shape the areas where they live.</p>		<p>Positive</p> <p>Neutral</p> <p>Negative</p>
<p>Pregnancy & Maternity</p> <p>Are people who are pregnant, or have a baby of 6 months old or younger, effected by this proposal?</p>	<p>The SCI is inclusive to all members of the community and makes no distinction based on whether they are pregnant or have a young baby. The benefits of the SCI would apply equally to this protected group as they do to the public generally.</p>	<p>Consider targeted engagement techniques to increase representation of this protected group within the planning system.</p>	<p>Positive</p> <p>Neutral</p> <p>Negative</p>

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	<ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? 	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	Delete as appropriate. There can be more than one answer per protected group.
<p>Religion or Belief</p> <p>Does the proposal effect people differently depending on whether they have or do not have a religion or a belief?</p>	<p>The SCI recognises that there are some groups of the community that are traditionally under-represented in consultation exercises, particularly related to plan making, which may relate to those with different religious beliefs. The SCI explains that the Council is committed to eliminating discrimination and will try to directly liaise with ‘hard to reach’ groups through targeted engagement or specific techniques that take account of their particular needs. The identified ‘hard to reach’ groups within the SCI includes faith groups and non-registered local organisations.</p> <p>Table 1 within the SCI sets out who will be consulted at specific stages in the plan preparation process. The general consultation bodies within table 1 includes</p>	Consider targeted engagement techniques to increase representation of this protected group within the planning system.	Positive Neutral Negative

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	<ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? 	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	Delete as appropriate. There can be more than one answer per protected group.
<p>Health & Wellbeing</p> <ol style="list-style-type: none"> 1. Health behaviours (E.g. diet, exercise, alcohol, smoking) 2. Support (E.g. community cohesion, rural isolation) 3. Socio economic (E.g. income, education). 4. Environment (E.g. green spaces, fuel poverty, housing standards). 	<p>The SCI is inclusive to all members of the community, but also recognises that there are some groups of the community that are traditionally under-represented in consultation exercises, particularly related to plan making, such as ‘isolated and rural communities’ which identified within the SCI ‘hard to reach’ groups.</p> <p>The SCI supports more traditional methods of consultation, such as providing hard copies of documents at centrally accessible locations, which can help to eliminate discrimination for those without access to a computer such as low income individuals, but the</p>		<p>Positive</p> <p>Neutral</p> <p>Negative</p>

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	<ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? <p>Council will also make use of electronic communication and online representations to consult as widely as possible, which may also include an increased use of social media where appropriate; this may help to encourage isolated and rural communities to engage with the planning process. The SCI supports making hard copies of consultation documents available to 'hard to reach' groups, who do not have access to a computer, but all documentation can be made available in alternative formats on request.</p> <p>The benefits of the SCI would apply equally to some members of this protected group as they do to the public generally, such as those with specific health behaviours or those affected by environmental factors. The SCI does; however, positively impact those with varying levels of support and those affected by varying socio-economic factors by encouraging access to information.</p> <p>The overall aim of the engagement and consultation proposed through the SCI is to ensure all groups within the community are represented within the planning</p>	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	<p>Delete as appropriate.</p> <p>There can be more than one answer per protected group.</p>

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	system and in doing so offers all members of this equality group the opportunity to positively shape the areas where they live.		

3: Equality Impact

Question	Response
What overall impact does the proposal have on the protected groups? If a negative impact is identified anywhere in section 2, the response will be Negative Impact.	Positive Impact
Does an Equality Impact Assessment need to be completed? (Yes, if any negative impact is found.)	No
Copy attached to relevant report?	Yes
Is this document going to be published with the relevant report?	Yes

4: Ownership

Question	Response
Directorate	Place and Economy
Service area	Planning Policy
Lead officer's name	Bernice Turner
Lead officer's job title	Senior Planning Officer (Local Plans)

Question	Response
Lead officer's contact details	Bernice.Turner@northnorthants.gov.uk
Lead officer's signature	[Signature removed]
Date completed	15 March 2022

Completed forms must be sent to Equalities@northnorthants.gov.uk