

Equality Impact and Needs Assessment Form

Section One – Screening

Name of strategy, policy or project:
Skypark: Disposal and Development Strategy
Directorate and service area:
Economy, Environment, Economy and Culture
Name and contact details of officer completing assessment:
Janet McCarthy - Ext 2188
1. What is the main purpose of the strategy/policy/project (or the changes you want to make to it)?
Development of strategic employment land at Skypark.
2. What are the main activities of the strategy/policy/project?
<p>This project is currently in its first phase. A planning application for the development of Skypark was submitted to East Devon District Council in November 2006 and a response is expected in Spring 2007. The County Council, in association with the South West of England Regional Development Agency, is initially seeking expert, independent financial and property advice by commissioning an options appraisal study from appropriately qualified consultants. The purpose of the study is to fully inform DCC's decision-making process for the disposal and future development of Skypark. The output of the study will provide a number of initial options which will be considered by an officer steering group and the Capital Receipts Working Party, following which the appointed consultants will make a clearly justified and full recommendation to DCC on a preferred option.</p> <p>A brief for the study has been prepared and sent to appropriate consultants to respond by 7 March, with completion of the study anticipated by 8 June 2007.</p> <p>There are currently a range of options that DCC might consider, from sale, through to direct development and/or joint venture(s).</p>
3. Who is intended to benefit from the strategy/policy/project, and how?
Whichever option is preferred, the people of Devon will be the ultimate beneficiaries as Skypark will create new employment opportunities and increase Devon's GVA (gross value added).
4. Is the strategy/policy/project consistent with the Council's equality policies?

There are no equality issues related to the options appraisal study. Future development of Skypark may have such implications, as indicated in the tables belowl.

5. Is responsibility for the strategy/policy/project shared with another department, authority or organisation? If so, what responsibility and which bodies?

EEC Directorate leads on and is responsible for this project. However, in the context of the Exeter Growth Point Area, Skypark will be a significant contributor to the economic growth of the sub-region and as such the South West Regional Development Agency is associated with the study and is providing expertise in property development, based on its own experience in joint ventures etc.

6. What impact is the strategy/policy/project likely to have on different sections of the community? You may wish to use the table below as a prompt.

	Positive impact – it could benefit ✓ (check box)	Negative impact – it could disadvantage ✓ (check box)	Reason	Are there additional factors that could contribute to the experience of isolation¹? If so, what are they?	Evidence
Gender					
<ul style="list-style-type: none"> Women 	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The planning application includes development of some ancillary facilities including eg a creche which will support women with children of pre-school age.</p> <p>Skypark will offer good quality jobs, with a range of career opportunities in both knowledge-based industries and growth sectors.</p> <p>Skypark will also create a 'churn' effect, freeing up existing business space to enable start-ups.</p>		<p>Note: if DCC has no further role in the development/marketing of Skypark and sells the site for development by the private sector, it will not have any direct influence over equality issues.</p> <p>Economic Impact Report, produced as part of the Planning Application submission.</p>

¹ Refer to section 3 of the EINA guidance.

	Positive impact – it could benefit ✓ (check box)	Negative impact – it could disadvantage ✓ (check box)	Reason	Are there additional factors that could contribute to the experience of isolation¹? If so, what are they?	Evidence
<ul style="list-style-type: none"> Men 	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Skypark will offer good quality jobs, with a range of career opportunities including in the knowledge-based and growth sectors.</p> <p>Skypark will also create a 'churn' effect, freeing up existing business space to enable start-ups.</p>		<p>Note as above.</p> <p>Economic Impact Report as above.</p>
Ethnic Group					
<ul style="list-style-type: none"> Asian or Asian British people 	<input type="checkbox"/>	<input type="checkbox"/>	As above	There are no specific actions in the strategy targeting this sector - although no actions will have a negative impact.	As above
<ul style="list-style-type: none"> Black or Black British people 	<input type="checkbox"/>	<input type="checkbox"/>	As above	There are no specific actions in the strategy targeting this sector - although no actions will have a negative impact.	As above

	Positive impact – it could benefit ✓ (check box)	Negative impact – it could disadvantage ✓ (check box)	Reason	Are there additional factors that could contribute to the experience of isolation¹? If so, what are they?	Evidence
• Chinese people	<input type="checkbox"/>	<input type="checkbox"/>	As above	There are no specific actions in the strategy targeting this sector - although no actions will have a negative impact.	As above
• Gypsy or Roma People	<input type="checkbox"/>	<input type="checkbox"/>	As above	There are no specific actions in the strategy targeting this sector - although no actions will have a negative impact.	As above
• Irish People	<input type="checkbox"/>	<input type="checkbox"/>	As above	There are no specific actions in the strategy targeting this sector - although no actions will have a negative impact.	As above
• People of Mixed Heritage	<input type="checkbox"/>	<input type="checkbox"/>	As above	There are no specific actions in the strategy targeting this sector - although no actions will have a negative impact.	As above

	Positive impact – it could benefit ✓ (check box)	Negative impact – it could disadvantage ✓ (check box)	Reason	Are there additional factors that could contribute to the experience of isolation¹? If so, what are they?	Evidence
• White People	<input type="checkbox"/>	<input type="checkbox"/>	As above	There are no specific actions in the strategy targeting this sector - although no actions will have a negative impact.	As above
• People of other ethnic backgrounds	<input type="checkbox"/>	<input type="checkbox"/>	As above	There are no specific actions in the strategy targeting this sector - although no actions will have a negative impact.	As above
Asylum Seekers and Refugees	<input type="checkbox"/>	<input type="checkbox"/>	As above	There are no specific actions in the strategy targeting this sector - although no actions will have a negative impact.	As above
People with physical, sensory or learning disabilities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Skypark - whether developed by DCC or the private sector - is designed to the highest accessibility standards. A focus of the masterplan design is its high quality landscaping	There are no specific actions in the strategy targeting those with learning disabilities - although no actions will have a negative impact.	Masterplan design.

	Positive impact – it could benefit ✓ (check box)	Negative impact – it could disadvantage ✓ (check box)	Reason	Are there additional factors that could contribute to the experience of isolation¹? If so, what are they?	Evidence
			which could, for example, include 'scented' garden areas.		
Deaf People who use British Sign Language	<input type="checkbox"/>	<input type="checkbox"/>		There are no specific actions in the strategy targeting this sector - although no actions will have a negative impact.	
People with mental health issues	<input type="checkbox"/>	<input type="checkbox"/>		There are no specific actions in the strategy targeting this sector - although no actions will have a negative impact.	
Lesbians, gay men and bisexual people	<input type="checkbox"/>	<input type="checkbox"/>		There are no specific actions in the strategy targeting this sector - although no actions will have a negative impact.	
Trans people	<input type="checkbox"/>	<input type="checkbox"/>		There are no specific actions in the strategy targeting this sector	

	Positive impact – it could benefit ✓ (check box)	Negative impact – it could disadvantage ✓ (check box)	Reason	Are there additional factors that could contribute to the experience of isolation¹? If so, what are they?	Evidence
				- although no actions will have a negative impact.	
Age					
<ul style="list-style-type: none"> Older people (60 +) 	<input type="checkbox"/>	<input type="checkbox"/>		There are no specific actions in the strategy targeting this sector - although no actions will have a negative impact.	
<ul style="list-style-type: none"> Younger people (17-25) and children 	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The high quality jobs that Skypark will offer provides opportunities to retain young people and to attract and retain graduates.		Economic Impact Report
People of different faith groups or beliefs including non-believers	<input type="checkbox"/>	<input type="checkbox"/>		There are no specific actions in the strategy targeting this sector - although no actions will have a negative impact.	

	Positive impact – it could benefit ✓ (check box)	Negative impact – it could disadvantage ✓ (check box)	Reason	Are there additional factors that could contribute to the experience of isolation¹? If so, what are they?	Evidence
Travellers	<input type="checkbox"/>	<input type="checkbox"/>		There are no specific actions in the strategy targeting this sector - although no actions will have a negative impact.	
Other (please specify)	<input type="checkbox"/>	<input type="checkbox"/>			
Other (please specify)	<input type="checkbox"/>	<input type="checkbox"/>			

Notes:

- Faith groups cover a wide range of groupings, the most common of which are Muslims, Buddhists, Jews, Christians, Sikhs and Hindus. Consider faith categories individually and collectively when assessing positive and negative impacts.
- The categories relating to ethnicity include those used in the 2001 census. Consideration should be given to the needs of specific communities within the broad categories such as Bangladeshi people and to the needs of other communities such as Turkish/Turkish Cypriot, Greek/Greek Cypriot and Polish that do not appear as separate categories in the census.
- An adverse impact does not necessarily require action to be taken. Actions must remain in proportion with the benefits that could be achieved and resources available to complete them. If adverse impacts are identified and actions for improvement are not proportionate, the reasons for not taking action should be detailed and open to challenge.

7. If you have indicated there is a negative impact on any group, is that impact:		
Legal?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
<i>(i.e. it is not discriminatory under anti-discriminatory legislation – refer to the Council's website or your Directorate Equality Representative if guidance is needed)</i>		
Intended?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
Level of impact	HIGH <input type="checkbox"/>	LOW <input type="checkbox"/>
If the negative impact is possibly discriminatory and not intended and/or of high impact you must complete section two of this form. If not, complete the rest of section one below and consider if completing section two would be helpful in making a thorough assessment.		
8. a) Could you minimise or remove any negative impact that is of low significance? Explain how: N/A		
b) Could you improve the strategy, project or policy's positive impact? Explain how: N/A <i>You may wish to use the action sheet at the end of Section Two.</i>		
9. If there is no evidence that the strategy, policy or project promotes equality, equal opportunities or improved relations – could it be adapted so that it does? How? This will be dependent on the outcome of the Options Appraisal Study and DCC's decision on disposal and/or future involvement in development. If DCC is involved in development and marketing either in its own right or as part of a joint venture, positive promotion of equality and equal opportunities could be part of that policy.		

Please sign and date this form. Keep one copy, send a copy to your Directorate Equality Representative and publish the results on the Council's website.

Signed: J E McCarthy

Date: 5th March 2007

Section Two – Full assessment

Name of strategy, policy or project:

Date:

Part A

1. Looking back at section one of the EINA, in what areas are there concerns that the strategy, policy or project could have a negative impact?	
2. Summarise the likely negative impacts.	
3. What previous or planned consultation or research on this topic / policy area / project has taken place / will take place with groups / individuals from different sections of the community? If there has already been consultation or research what does it indicate about negative impact of this strategy, policy or project?	
Section of the Community	Summary of consultation or research carried out or planned

4. What consultation has taken place/or is planned with DCC staff/DCC staff group including staff that have, or will have, direct experience of implementing the strategy / policy / project?
5. If there are gaps in your previous or planned consultation and research, are there any experts/relevant groups that can be contacted to get further views or evidence on the issues. YES <input type="checkbox"/> (Please list them below and explain how you will obtain their views)

NO

6. Has the strategy / policy / project been through legal vetting for compliance?

YES

NO

Note: This will only be necessary in conditions where the strategy / policy / project is entirely driven by legislative duties **and/or** where there is doubt about the legal interpretations in relation to the outcomes / service being provided.

Part B

Complete this section when consultation and research has been carried out

7. a) As a result of this assessment and available evidence collected, including consultation, state whether there will need to be any changes made / planned to the policy, strategy or project.

b) As a result of this assessment and available evidence is it important that DCC commission specific research on this issue or carry out monitoring / data collection?

(You may wish to put this information directly onto the action plan at the end of this form)

8. Will the changes planned ensure that negative impact is:

Legal? YES NO

(not discriminatory, under anti-discriminatory legislation)

Intended? YES NO

Low impact? YES NO

9. a) Have you set up a monitoring / evaluation / review process to check the successful implementation of the strategy, project or policy?

YES NO

b) How will this monitoring / evaluation further assess the impact on different sections of the community/ ensure the strategy/ policy / project is non-discriminatory?

Details:

10. What is the final policy decision for this assessment?

11. There is a legal requirement to publish the outcome of an Equality Impact and Needs Assessment. Please outline how / where this will happen:

Please complete the action plan below, sign the EINA, retain a copy and send a copy of the full EINA, including the Action Plan, to your Directorate Equality Representative.

Signed:

Date:

Equality Impact and Needs Assessment Action Plan

Please list below any recommendations for action that you plan to take as a result of this impact assessment.

Issue	Action required	Lead officer	Timescale	Resource implications	Comments

NOTES: