

Equality Impact Assessment Screening

Appendix C

EQUALITY IMPACT ASSESSMENT – INITIAL SCREENING

Initial screening needs to take place for all new/revised Council policies. The word 'policy', in this context, includes the different things that the Council does. It includes any policy, procedure or practice - both in employment and service delivery. It also includes proposals for restructuring, redundancies and changes to service provision. This stage must be completed at the earliest opportunity to determine whether it is necessary to undertake an EIA for this activity.

Name of Policy:	Affordable Housing Supplementary Planning Document (SPD)
Lead Officer (responsible for assessment):	Emma Younger
Department:	Planning (Strategy)
Date Initial Screening Completed:	December 2023

(a) What is the policy trying to achieve?

i.e. What is the aim/purpose of the policy? Is it affected by external drivers for change? What outcomes do we want to achieve from the policy? How will the policy be put into practice?

The SPD is a supplementary document, in support of policy contained in the Local Plan and in support of national policy. It does not set new policy, but rather gives clarity on how to interpret existing policy and sets out what information is needed by applicants in order to help them to deliver development.

(b) Who are its main beneficiaries? i.e. who will be affected by the policy?

It is primarily aimed at developers and people interested in understanding the requirements of Affordable Housing provision on proposed housing developments. Developers will be helped by the clarity provided in the SPD as to how policies in the Local Plan should be considered and implemented.

(c) Is this assessment informed by any information or background data?

i.e. consultations, complaints, applications received, allocations/take-up, satisfaction rates, performance indicators, access audits, census data, benchmarking, workforce profile etc.

Before adoption, the draft SPD will be subject to public consultation for 6 weeks in February and March 2024.

(d) Does this policy have the potential to cause a positive or negative impact on different groups in the community, on the grounds of any of the protected characteristics:

Age	No
Disability	No
Gender Reassignment	No



Marriage & Civil Partnership	No
Pregnancy & Maternity	No
Race	No
Religion or Belief	No
Sex	No
Sexual Orientation	No

Please explain any impact identified:

i.e. What do you already know about equality impact or need? Is there any evidence that there is a higher or lower take-up by particular groups? Have there been any demographic changes or trends locally? Are there any barriers to accessing the policy or service?

The Fareham Local Plan 2037 was adopted in April 2023 and the policies contained in plan were subject to Equality Impact Assessment (EqIA) throughout the preparation of the Local Plan, including Policy HP5 Provision of Affordable Housing and HP6 Exception Sites. The EqIA for the Local Plan concluded that ‘overall the Local Plan policies in the adopted version of the Local Plan have been designed to improve the relevant protected characteristics where possible and to have a neutral impact.

It is not anticipated that there will be any direct impact on equality issues related to the nine protected characteristics as a result of the policies and development proposed in the Fareham Local Plan 2037.’ As the SPD is not setting out new policy but is providing guidance on the implementation of the adopted Local Plan policies, the SPD will therefore not have any further impact than those already assessed.

- (e) Does the policy affect service users or the wider community?** NO
- (f) Does the policy have a significant effect on how services are delivered?** NO
- (g) Will it have a significant effect on how other organisations operate?** NO
- (h) Does it involve a significant commitment of resources?** NO
- (i) Does it relate to an area where there are known inequalities, e.g. disabled people’s access to public transport etc?** NO

If you have answered YES to any of the questions above, then it is necessary to proceed with a full equality impact assessment (EIA).

