

# Equality and Diversity Impact Assessment

What are the proposals being assessed?	Wimbledon Supplementary Planning Document (SPD)
Which Department/ Division has the responsibility for this?	Environment and Regeneration: Sustainable Communities

## Stage 1: Overview

1. What are the aims, objectives and desired outcomes of your proposal? (Also explain proposals e.g. reduction/removal of service, deletion of posts, changing criteria etc)	The SPD provides clarity and further guidance on Merton's Local Plan policies. The Local Plan is the development planning document for the borough. The SPD is informed and influenced by the Council's vision and ambition for Wimbledon as set out in the Local Plan.
2. How does this contribute to the council's corporate priorities?	The SPD support the Council's ambitions for Wimbledon as a lead centre in the borough supporting and creating sustainable economic growth, creating healthy place for all and greener environment for residents, people whom work in and visitors Wimbledon
3. Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc.	Anyone living or working in the borough. Children and young people. Visitors and tourist to Wimbledon and borough. Wimbledon businesses both local and international. Community groups and Civil Societies. Ethnic and religious groups/associations. Social/welfare groups and disability groups/awareness campaigners. Property owners in and adjacent to Wimbledon. Critical infrastructure (health, fire service, police and transport).
4. Is the responsibility shared with another department, authority or organisation? If so, who are the partners and who has overall responsibility?	Merton Council has overall responsibility as the Local Planning Authority.

## Stage 2: Collecting evidence/ data

### 5. What evidence have you considered as part of this assessment?

- ) Greater London Authority data: forecast/projections on population, economic, housing, transport
- ) Office of National Statistic Indices of Deprivation (2015 and 2019)
- ) Merton's Authority Monitoring Report
- ) Consultation responses (2018) and community workshops

## Stage 3: Assessing impact and analysis

### 6. From the evidence you have considered, what areas of concern have you identified regarding the potential negative and positive impact on one or more protected characteristics (equality groups)?

The SPD is a supporting document to the Merton's Local Plan. Its role is to add further detail to the policies in the Local Plan. It does not replace or superseded policies in the Local Plan. Policies in the Local Plan have all been the subject of Equality Impact Assessments. The impacts assessment (below) are based on SPD only. This assessment cannot assess or give an opinion on any future developments or development underway in the town centre. Future development proposals will be subject to Local Plan policies such as housing, design, health and wellbeing and on environmental policies.

Protected characteristic (equality group)	Tick which applies				Reason Briefly explain what positive or negative impact has been identified.	
	Positive impact		Potential negative impact			Neutral impact
	Yes	No	Yes	No		
Age					The provisions of the SPD have neither a positive or negative impact on this Protected Characteristic.	
Disability					Although the SPD references planning policies relating to design that can have a positive effect on access for people with disabilities, these policies already apply to new developments via Merton's Local Plan	
Gender Reassignment					The provisions of the SPD have neither a positive or negative impact on this Protected Characteristic.	
Marriage and Civil Partnership					The provisions of the SPD have neither a positive or negative impact on this Protected Characteristic.	
Pregnancy and Maternity						
Race						
Religion/ belief						
Sex (Gender)						
Sexual orientation					The SPD enhances and clarify the Local Plan's support for more and improved workspace and leisure activities in Wimbledon town centre, which help to support job creations, training opportunities and volunteering opportunities.	
Socio-economic status						

**7. If you have identified a negative impact, how do you plan to mitigate it?**

None have been identified at this stage –please refer to Stage 6.

### Stage 4: Conclusion of the Equality Analysis

**8. Which of the following statements best describe the outcome of the EA (Tick one box only)**

Please refer to the guidance for carrying out Equality Impact Assessments is available on the intranet for further information about these outcomes and what they mean for your proposal

**Outcome 1** – The EA has not identified any potential for discrimination or negative impact and all opportunities to promote equality are being addressed.

**Outcome 2** – The EA has identified adjustments to remove negative impact or to better promote equality.

**Outcome 3** – The EA has identified some potential for negative impact or some missed opportunities to promote equality and it may not be possible to mitigate this fully.

**Outcome 4** – The EA shows actual or potential unlawful discrimination.

### Stage 5: Improvement Action Pan

**9. Equality Analysis Improvement Action Plan template – Making adjustments for negative impact**

This action plan should be completed after the analysis and should outline action(s) to be taken to mitigate the potential negative impact identified (expanding on information provided in Section 7 above).

Negative impact/ gap in information identified in the Equality Analysis	Action required to mitigate	How will you know this is achieved? (e.g. performance measure/ target)	By when	Existing or additional resources?	Lead Officer	Action added to divisional/ team plan?

*Note that the full impact of the decision may only be known after the proposals have been implemented; therefore it is important the effective monitoring is in place to assess the impact.*

## Stage 6: Reporting outcomes

### 10. Summary of the equality analysis

This section can also be used in your decision making reports (CMT/Cabinet/etc) but you must also attach the assessment to the report, or provide a hyperlink

This Equality Analysis has resulted in an Outcome <a href="#">1</a>	
]	The Wimbledon SPD is a supporting document to the Merton's Local Plan. Its role is to add further detail to the policies in the Local Plan. It does not replace or superseded policies in the Local Plan. Policies in the Local Plan have all been the subject of Equality Impact Assessments.
]	The Wimbledon SPD is assessed as having a positive effect on socio-economic status due to its additional clarity on Wimbledon town centre support for additional business space, leisure space and associated jobs, training and volunteering opportunities.

Stage 7: Sign off by Director/ Head of Service			
<b>Assessment completed by</b>	<a href="#">Add name/ job title</a>	<b>Signature:</b>	<b>Date:</b>
<b>Improvement action plan signed off by Director/ Head of Service</b>	<a href="#">Add name/ job title</a>	<b>Signature:</b>	<b>Date:</b>