

Appendix 4 – Equality Impact Assessment

1. Under s.149 of the Equality Act 2010, when making decisions, Epping District Council must have regard to the Public Sector Equality Duty, ie have due regard to:
 - eliminating unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act,
 - advancing equality of opportunity between people who share a protected characteristic and those who do not,
 - fostering good relations between people who share a protected characteristic and those who do not, including tackling prejudice and promoting understanding.
2. The characteristics protected by the Equality Act are:
 - age
 - disability
 - gender
 - gender reassignment
 - marriage/civil partnership
 - pregnancy/maternity
 - race
 - religion/belief
 - sexual orientation.
3. In addition to the above protected characteristics you should consider the cross-cutting elements of the proposed policy, namely the social, economic and environmental impact (including rurality) as part of this assessment. These cross-cutting elements are not a characteristic protected by law but are regarded as good practice to include.
4. The Equality Impact Assessment (EqIA) document should be used as a tool to test and analyse the nature and impact of either what we do or are planning to do in the future. It can be used flexibly for reviewing existing arrangements but in particular should enable identification where further consultation, engagement and data is required.
5. Use the questions in this document to record your findings. This should include the nature and extent of the impact on those likely to be affected by the proposed policy or change.
6. Where this EqIA relates to a continuing project, it must be reviewed and updated at each stage of the decision.
7. All **Cabinet, Council, and Portfolio Holder reports must be accompanied by an EqIA**. An EqIA should also be completed/reviewed at key stages of projects.
8. To assist you in completing this report, please ensure you read the guidance notes in the Equality Analysis Toolkit and refer to the following Factsheets:
 - Factsheet 1: Equality Profile of the Epping Forest District
 - Factsheet 2: Sources of information about equality protected characteristics
 - Factsheet 3: Glossary of equality related terms
 - Factsheet 4: Common misunderstandings about the Equality Duty
 - Factsheet 5: Frequently asked questions
 - Factsheet 6: Reporting equality analysis to a committee or other decision making body

Section 1: Identifying details
Your function, service area and team: <i>Planning Service</i>
If you are submitting this EqlA on behalf of another function, service area or team, specify the originating function, service area or team: <i>N/A</i>
Title of policy or decision: <i>North Weald Airfield Strategic Masterplan</i>
Officer completing the EqlA: <i>Evie Learman</i> Email: learman@eppingforestdc.gov.uk or implementationteam@eppingforestdc.gov.uk
Date of completing the assessment: <i>26th January 2023</i>

Section 2: Policy to be analysed	
2.1	Is this a new policy (or decision) or a change to an existing policy, practice or project? <i>No</i>
2.2	Describe the main aims, objectives and purpose of the policy (or decision): <i>The report is for the purposes of sharing the results of the recent public consultation that took place between December 2021 and February 2022 and proposed endorsement of the North Weald Airfield Strategic Masterplan in order for it to be taken into account as an important material consideration in the determination of future planning applications, and to inform pre-application advice, assessing planning and any other development management and implementation related purposes relating to the site.</i> What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)? <i>To ensure the Masterplan is endorsed and becomes a material planning consideration as noted above.</i>
2.3	Does or will the policy or decision affect: <ul style="list-style-type: none"> • service users • employees • the wider community or groups of people, particularly where there are areas of known inequalities? <i>The report provides the background to the North Weald Airfield (NWA) Strategic Masterplan which has been consulted on in accordance with the Council's Statement of Community Involvement (SCI). Once endorsed it will support policies in the emerging Local Plan, particularly in relation to Policy SP 2 Place Shaping and Policy P 6 North Weald Bassett and will be an important material consideration in the determination of future planning applications, and to inform pre-application advice, assessing planning and any other development management and implementation related purposes relating to the site.</i>

	Will the policy or decision influence how organisations operate? <i>No</i>
2.4	Will the policy or decision involve substantial changes in resources? <i>No</i>
2.5	<p>Is this policy or decision associated with any of the Council's other policies and how, if applicable, does the proposed policy support corporate outcomes?</p> <p><i>The work being undertaken is required to support policies in the emerging Local Plan in relation to Place Shaping, Masterplanning and in this instance the NWA Masterplanning area specifically. The Masterplan will inform planning and development management processes to ensure delivery of high-quality and appropriate development at the airfield.</i></p>

