

# Due Regard Record

Name of policy or activity:

**What this record is for:**

By law the Council must, in the course of its service delivery and decision making, think about and see if it can eliminate unlawful discrimination, advance equality of opportunity, and foster good relations. This active consideration is known as, 'paying due regard', and it must be recorded as evidence. We pay due regard by undertaking equality analysis and using what we learn through this analysis in our service delivery and decision making. The purpose of this form is as a log of evidence of due regard.

**When do I use this record?**

Every time you complete equality analysis on a policy or activity this record must be updated. Due regard must be paid, and therefore equality analysis undertaken, at 'formative stages' of policies and activities including proposed changes to or withdrawal of services. This record must be included as an appendix to any report to decision making bodies. Agenda Planning Groups will not accept any report which does not include evidence of due regard being paid via completion of an Equality Analysis Report.

**How do I use this record:**

When you next undertake equality analysis open a Due Regard Record. Use it to record a summary of your analysis, including the reason for the analysis, the evidence considered, what the evidence told you about the protected groups, and the key findings from the analysis. This will be key information from Steps 1-7 of the Equality Analysis process set out in the Toolkit, and your Equality Analysis Report. This Due Regard Record is Step 8 of that process.

<b>Date / Name</b>	<b>Summary of Equality Analysis</b>
7 November 2013	The report concerns a number of aspects of economic development activity within the District. One component concerns adding an up to date analysis to the Local Plan evidence base, a second concerns having a strategy, and a third concerns the resources to be devoted to this work. The evidence is showing high propensities for those of working age within the District to be in employment, and often for those to be commuting to London to achieve higher earnings. Whilst in a more ideal world one would see less commuting and more high paid roles within a local economy, and a greater capture of spending in the local area, that ideal is not going to be easily achieved. There are concerns about those not in work, those who are younger and who are not in employment education or training (neet), and particularly for those who have not been in employment for some time. There are also concerns that the propensity to form and retain new enterprises, and the numbers in neet have suffered during the recession over the past few years. These adverse economic impacts do not tend to fall evenly upon the local population; for example the children of parents who have been unemployed have a greater risk of themselves experiencing unemployment. However, the report concerns trying to have the evidence in place to have a Local Plan which is better able to tackle such issues, to have a formal strategy which recognises actions already being taken or where there are new areas of work that can enhance economic opportunities. Lastly the report

	recognises that the Council needs to provide more resources to enable it to keep tackling such issues. By tackling such issues the Council helps to lessen those in need, or who have suffered longer term unemployment by trying to bring new economic activity to the area, thereby advancing equality of opportunity and good relations.
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