

Equality Impact Analysis Tool

Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	2020 Q4
Name and details of policy, strategy, function, project, activity, or programme	<p>Affordable Housing Supplementary Planning Document</p> <p>The Supplementary Planning Document (SPD) provides guidance on the Royal Borough of Kensington and Chelsea's approach to affordable housing, particularly guidance in respect of Local Plan Policy CH2: Affordable Housing and London Plan Policies 3.11 and 3.13.</p> <p>The SPD is looking at maximising the opportunities to deliver much needed affordable homes in the borough, which will address the pressing need for them but also create socially inclusive communities.. It sets out a number of objectives including providing a definition of what would be considered truly housing in the borough and details the affordable housing tenure mix required based on latest evidence of need and viability. .</p> <p>The SPD will operate alongside relevant policies of the Local Plan (2019) and the Planning Contributions SPD (2019).</p>
Lead Officers	<p>Name: Preeti Gulati Tyagi Position: Planning Policy Team Leader Email: Preeti.GulatiTyagi@rbkc.gov.uk Telephone No: 07739314997</p>
Lead Borough	RBKC
Date of completion of final Full EIA	N/A

Section 02	Scoping of Full EIA
Plan for completion	<p>Timing: The draft SPD is due to be adopted in June 2020. On adoption it will become material consideration in planning decisions.</p> <p>Resources: The SPD will be prepared within the existing staff and budget resources of the Planning Policy Team.</p>
Analyse the impact of the policy, strategy, function, project, activity, or programme	<p>Analyse the impact of the policy on the protected characteristics (including where people / groups may appear in more than one protected characteristic). You should use this to determine whether the policy will have a positive, neutral or negative impact on equality, giving due regard to relevance and proportionality.</p> <p>The draft Affordable Housing SPD provides detailed guidance on how Local Plan policy relating to Affordable Housing will be implemented, in particular Policy CH2 of the Local Plan. The Local Plan 2019 policies were subject to an Integrated Impact Assessment (IIA). The IIA assessed the impact of the Local Plan policies on Equalities. The assessment is set out in Section 9.4 of the submission report. This followed a Health and Equalities Workshop held in June 2016, which raised the concern of a lack of venues for volunteer, charity and public sector organisations to carry out their community work affordably or effectively. The baseline information on which equalities assessment was based is set out in the IIA Scoping Report at Section 7.6.</p> <p>Section 9.4 of the IIA explains how equalities groups have been considered and summarises the assessment on equalities of the Local Plan policies. The residual effect of Local Plan Policies, including Policy CH2 is that it will have a positive effect on equalities. The IIA reports that <i>“Policies CP1, CP2, CP3, CH1, CH2, CH3, CH4 and CH6 present an opportunity to improve the proportion of housing which is suitable for all people, including those with disabilities, throughout their lifetimes (IIA Objective 4, first decision-guiding question). More specifically, CP1, CH1 and CH6 provide for an increase in housing / homes which create the opportunity for better-quality homes meeting higher standards relative to equality matters, including energy-efficiency and adaptable for people over their lifetimes. CH1 also seeks to protect existing affordable homes, CH2 requires that the maximum reasonable amount of ‘affordable homes’ is provided with any proposal (with further provision, e.g. min. 35% affordable home ownership products for major schemes of 650 m2 or over, and the mix of social rented vs. intermediate), and CH3 and CH4 include support for older people’s housing (and resistance of loss), meeting a design standard of being adaptable for people over their lifetimes, London Plan requirements for Lifetime Neighbourhoods, and housing that meets a range of specific other needs.”</i></p> <p>Therefore, the overarching policy that the SPD is providing guidance on and the SPD itself have been subject to equalities assessment. An overall appraisal of the positive, negative or neutral impact is set out below.</p>

	Protected characteristic	Borough Analysis	Impact: Positive, Negative, Neutral
	Age	RBKC The guidance in the SPD is work alongside the Local Plan 2019 to help secure additional affordable homes for residents in the borough. It will not have direct equality impacts on this target group	Neutral
	Disability	RBKC The guidance in the SPD is work alongside the Local Plan 2019 to help secure additional affordable homes for residents in the borough. It will not have direct equality impacts on this target group	Neutral
	Gender reassignment	RBKC The guidance in the SPD is work alongside the Local Plan 2019 to help secure additional affordable homes for residents in the borough. It will not have direct equality impacts on this target group.	Neutral
	Marriage and Civil Partnership	RBKC The guidance in the SPD is work alongside the Local Plan 2019 to help secure additional affordable homes for residents in the borough. It will not have direct equality impacts on this target group.	Neutral
	Pregnancy and maternity	RBKC The guidance in the SPD is work alongside the Local Plan 2019 to help secure additional affordable homes for residents in the borough. It will not have direct equality impacts on this target group.	Neutral
	Race	RBKC The guidance in the SPD is work alongside the Local Plan 2019 to help secure additional affordable homes for residents in the borough. It will not have direct equality impacts on this target group.	Neutral
	Religion/belief (including non-belief)	RBKC The guidance in the SPD is work alongside the Local Plan 2019 to help secure additional affordable homes for residents in the borough. It will not have direct equality impacts on this target group.	Neutral
	Sex	RBKC The guidance in the SPD is work alongside the Local Plan 2019 to help secure additional affordable homes for residents in the borough. It will not have direct equality impacts on this target group.	Neutral
	Sexual	RBKC	Neutral

	Orientation	The guidance in the SPD is work alongside the Local Plan 2019 to help secure additional affordable homes for residents in the borough. It will not have direct equality impacts on this target group.	
	<p>Human Rights or Children's Rights If your decision has the potential to affect Human Rights or Children's Rights, please contact your Borough Lead for advice</p> <p>N/A</p>		

Section 03	Analysis of relevant data		
	Examples of data can range from census data to customer satisfaction surveys. Data should involve specialist data and information and where possible, be disaggregated by different equality strands.		
Documents and data reviewed	National planning Policy Framework, Planning Practice Guidance, London Plan (2016), Draft New London Plan (2019), Mayor's Housing SPD, RBKC Local Plan (2019)		
New research	If new research is required, please complete this section		
	N/A		

Section 04	Consultation		
	The draft SPD will be subject consultation. Any findings relevant to the EqlA Screening will be included in an updated assessment prior to the adoption of the SPD. The consultation will take place in February 2020.		

Section 05	Analysis of impact and outcomes		
Analysis	N/A		

Section 06	Reducing any adverse impacts and recommendations		
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Outcome of Analysis	<p>Include any specific actions you have identified that will remove or mitigate the risk of adverse impacts and / or unlawful discrimination. This should provide the outcome for each borough, and the overall outcome.</p> <p>N/A</p>
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Section 07	Action Plan																	
Action Plan	<p>Note: You will only need to use this section if you have identified actions as a result of your analysis</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 20%;">Issue identified</th> <th style="width: 20%;">Action (s) to be taken</th> <th style="width: 15%;">When</th> <th style="width: 20%;">Lead officer and borough</th> <th style="width: 15%;">Expected outcome</th> <th style="width: 10%;">Date added to business/service plan</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table> <p>N/A</p>						Issue identified	Action (s) to be taken	When	Lead officer and borough	Expected outcome	Date added to business/service plan						
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Section 08	
Chief Officers' sign-off	<p>Name: Position: Email: Telephone No:</p>
Key Decision Report (if relevant)	<p>Date of report to Cabinet/Cabinet Member: TBC Key equalities issues have been included: Yes/No</p>
Lead Equality Manager (where involved)	<p>Name: Position: Date advice / guidance given: Email: Telephone No:</p>

Please ensure that a final version of your EqIA is sent to the Equalities Officer, Angela Chaudhry, so that it can be published on our intranet