

Equality Impact Assessment Form

Name of Policy/procedure/ practice/change or function	Social Value in Planning SPD
EIA Carried out by:	Planning Policy
Date:	29/10/25
Head of Department:	Rebecca Taylor
Date:	11/03/2026

Who is intended to benefit from the policy / proposal? (e.g. staff, customers, visitors, students, applicants, staff, contractors)	Local people, those who are NEET, people in education and school leavers, developers.
What is the purpose of the policy, practice or change? The purpose of the policy, practice or service is what it is meant to achieve. This purpose needs to be defined in some detail as it is this 'intention' that the impact assessment will seek to measure.	To incorporate Social Value practices into Planning processes. This is to be provided through the construction and end use occupation of new development. This means that developers will have conditional approval of planning applications, ensuring that social value contributions such as apprenticeships, upskilling, employment opportunities for local people and other social benefits can be achieved, maximising the benefit of development.

<p>How is it seeking to achieve this?</p> <p>This question aims to explore how the planned systems, practices, understandings or proposals are delivering on the above intention.</p> <p>This is about process mechanics: It requires the impact assessment to ‘walk through’ the process or practices and consider what barriers emerge and what opportunities to improve opportunity arise.</p>	<p>The SPD provides the evidence, justification and guidance on delivering Social Value through the planning process.</p> <p>Only developments over certain thresholds (30 dwellings or over 1000 square meters) will be required to deliver this, ensuring that it is viable for all developer.</p> <p>It is intended to use planning conditions and section 106 agreements to secure this contribution.</p>
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Who benefits and how? and who, therefore, doesn't and why?

Identify how the policy, function or practice currently results in different impacts for people? This is about determining who gets the service, function or policy, where possible actual research or experience should be used or pointed to. It will highlight who doesn't get the policy or practice as intended and does this create any disadvantage or lost opportunity.

Note: Whilst it's important to consider characteristics in isolation you should also consider how they interact with each other (intersectionality)

To aid you think of the impact on all of these groups, considering negative, positive or neutral on each and your justification for this.

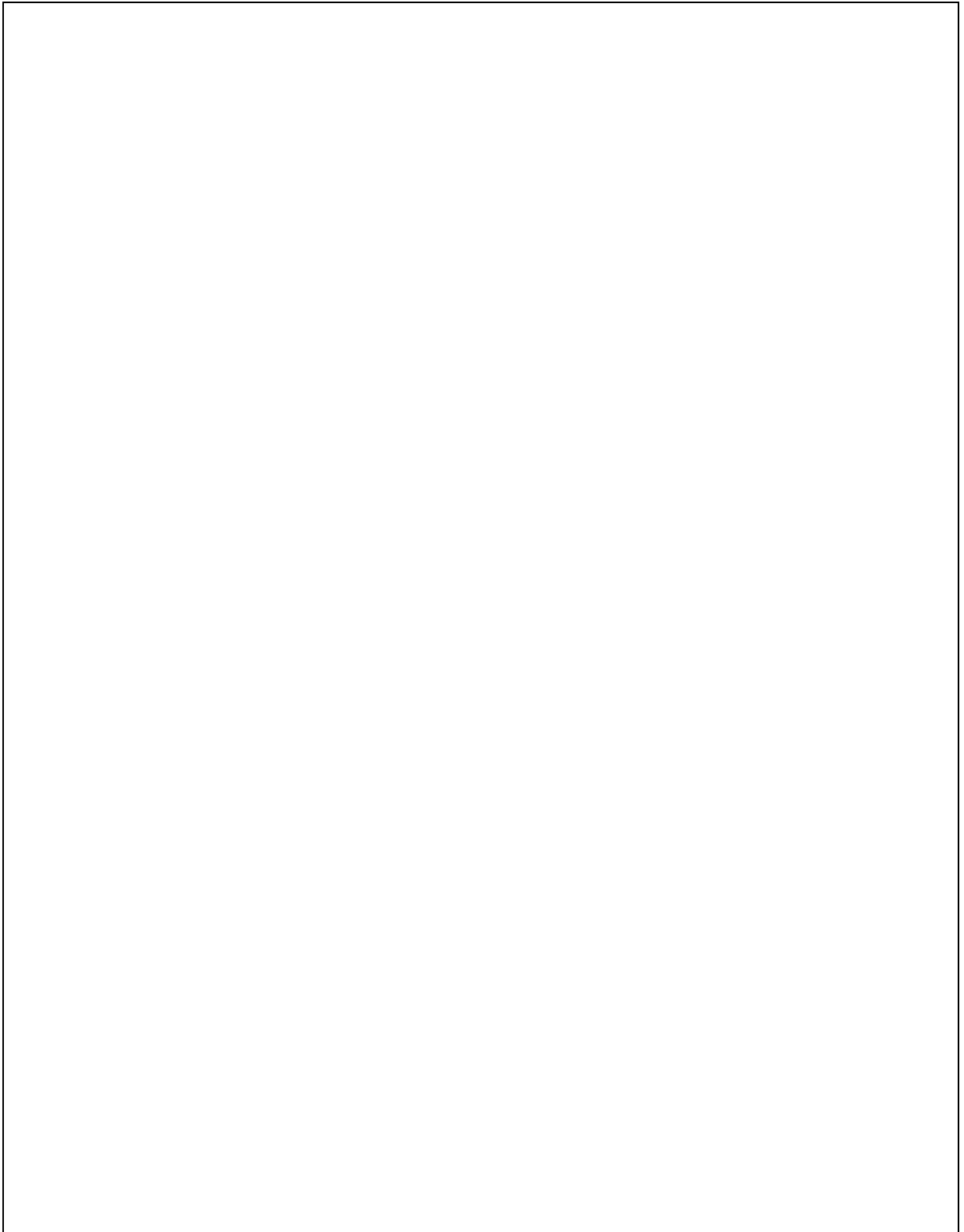
Characteristic	Positive	Negative	Neutral	Justification
Age	X			Particularly encourages school leavers and those seeking apprenticeships / early career roles.
Disability	X			Improved opportunities for those with disabilities
Gender reassignment			X	
Marriage and Civil Partnership			X	
Pregnancy and Maternity			X	
Race			X	

Religion and belief			X	
Sex			X	
Sexual Orientation			X	
Socio economic (optional)	X			Help identify opportunities for people out of employment/new to the workforce.
Other: (optional) Additional group(s) not identified above			X	

No Relevance to equality

If the policy / proposal has no relevance to equality and therefore not relevant to any of the protected characteristics or other identified groups state your reasons and end the process here.

This decision should be recorded with the relevant reasons and evidence (i.e. what data was referred to and people consulted in the decision). Note, it is important to continue to monitor and review the policy at the specified times, as the situation may change and it may become relevant in the future



Proposed actions to mitigate negative impact, maximise positive impact and promote good relationships. You should consider in any of the areas above how you mitigate against any negative impacts, or how you can move a negative to a neutral/ a neutral to a positive in order to further the organisations Equality Diversity and Inclusion Strategy alongside meeting the needs of the Public Sector Equality Duty.

Capture your actions from your learning, evidence gathered and your analysis of feedback: consider what you have discovered, what people have told you, what does this mean and what can you do.

This should include actions to mitigate discrimination or sense of exclusion; opportunities to advance equality and foster good relations between groups you have identified above.

Characteristic	Proposed action
N/A	N/A

How have you come to the above conclusions?

For example, who has supported your findings, who have you engaged with, consulted or involved in responding to the above questions?

This might also include research, data or resources that have assisted you

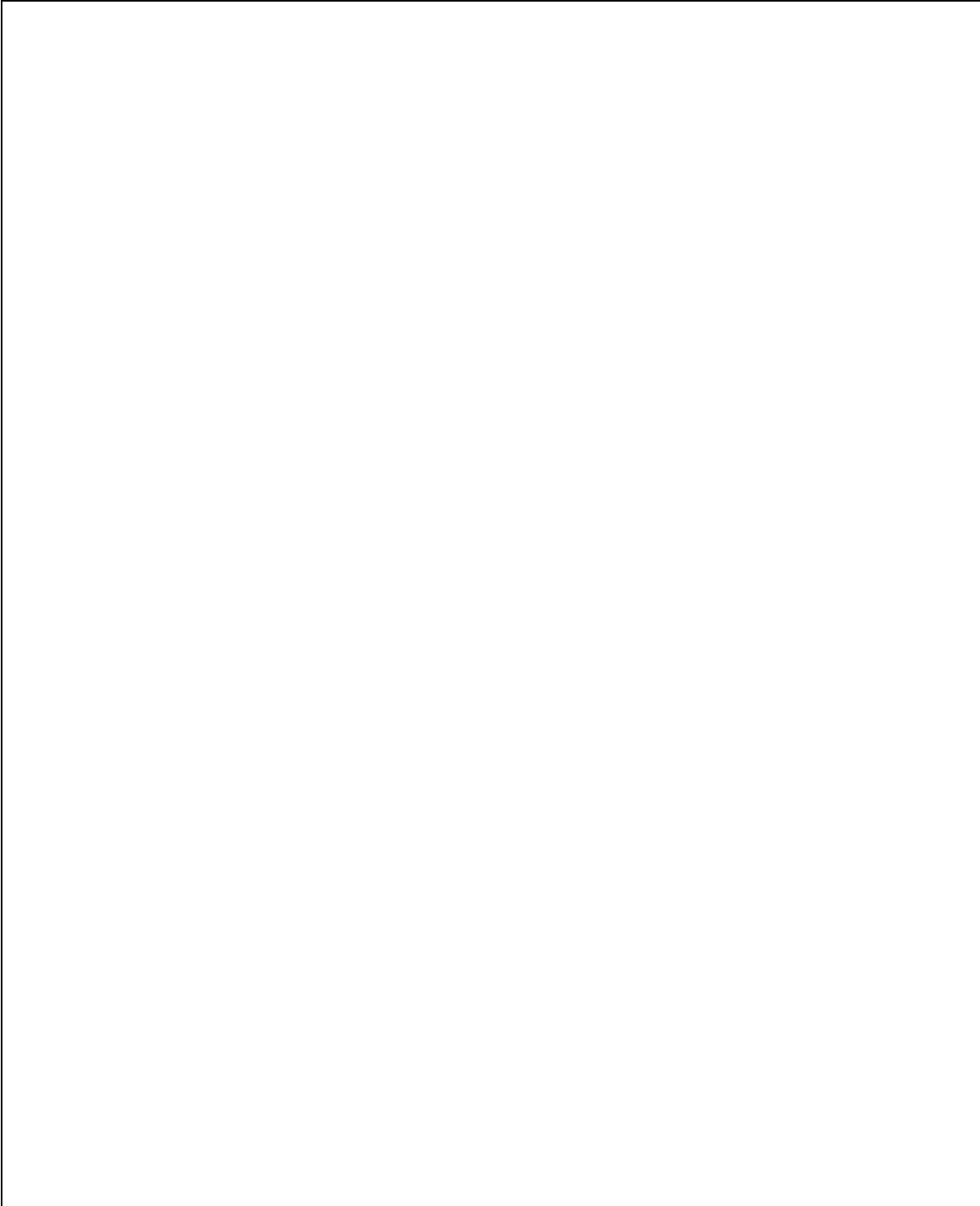
Group, organisation, resources or people	Team from different departments (Planning Policy and Development Management) had a meeting to address concerns raised in this assessment.
Planning Policy	Finley Harris, Rebecca Taylor, Jessica Parry
Development Management	Kate Horne, Will Wood

Outcome: The following decision has been taken: (please tick one box)		Tick
Approve – No major change	Your assessment demonstrates that the policy is robust, and the evidence shows no potential for discrimination or sense of exclusion and that you have taken all appropriate opportunities to advance equality and foster good relations between groups.	X
Adjust the policy	This involves taking steps to remove barriers or to better advance equality. It can mean introducing measures to mitigate the potential effect. This should be done before the policy is implemented. Where this cannot happen the action plan must outline how you are going to achieve this	
Continue with the policy	This means adopting your proposals, despite any adverse effect or missed opportunities to advance equality, provided you have satisfied yourself that it does not unlawfully discriminate. In cases where you believe discrimination is not unlawful because it is objectively justified, it is particularly important that you record what the objective justification is for continuing the policy, and how you reached this decision.	
Stop and remove the policy	If there are adverse effects that are not justified and cannot be mitigated, you will want to consider stopping the policy altogether. If a policy shows unlawful discrimination, it must be removed or changed.	

Monitoring and Evaluation

You are legally required to monitor and review the proposed changes after implementation to check they work as planned and to screen for unexpected equality impacts. Please provide below details of your review approach

The Policy will be reviewed in line with any changes to the NPPF or National Planning Guidance. Changes to the Local Plan will also be considered to stay aligned with the policy



Action Plan

Action to deliver the changes identified above in addition you might want to include:

- Any training, awareness building or changes needed to associated policies or working practices.
- Any period of monitoring
- Actions to further opportunity, unlock potential or promote good relations.
- Actions to further learning, understanding or sharing of good practice

Action	Who	By when
Monitor alongside DALP annual monitoring (production of AMR and IFS)	Planning Policy	Annually

