



Equality Impact Assessment

Part 1: Screening

Version: 2025 2.4

Before undertaking this EIA please read the following guidance

An equality impact assessment (EIA) is an evidence-based approach that helps the Council determine if its policies, strategies, plans, practices, events and decision-making processes are fair and do not present barriers to participation or disadvantage. The first stage of the process is known as 'screening' and is used to come to a decision about whether and why further analysis is – or is not – required.

Equality Duties to be taken into account in this screening include:

Prohibited Conduct under the Equality Act 2010 includes:

- Direct discrimination - treating one person worse than another person because of a protected characteristic*
- Indirect discrimination - a rule or a policy or a way of doing things in place which has a worse impact on someone with a protected characteristic than someone without one.
- Harassment – you cannot treat people in a way that violates your dignity, or creates a hostile, degrading, humiliating or offensive environment.
- Victimisation – You cannot treat a person unfairly for taking action under the Equality Act

Positive Discrimination is the act of treating someone more favourably because they have a protected characteristic, and is generally unlawful under the Equality Act 2010.

The law however permits Positive Action if it is proportionate to overcome disadvantage, meet needs and tackle under-representation.

*The following characteristics are protected under the Equality Act:

Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief (including No Belief), Sexuality, Marriage and Civil Partnership (applies only to work matters, and Pregnancy and Maternity (including breastfeeding).

You're disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.

Public Sector Equality Duty

Services providing public functions must have due regard to the need to:

- **Eliminate unlawful discrimination, harassment and victimisation;**
- **Advance equality of opportunity and**
- **Foster good relations between different groups.**

Human Rights include: Rights under the European Convention include not to be subjected to degrading **treatment**; **right to a fair trial** (civil and criminal issues); **right to privacy** (subject to certain exceptions e.g. national security/public safety, or certain other specific situations); **freedom of conscience** (including religion and belief and rights to manifest these limited only by law and as necessary for public safety, public order, protection of rights of others and other specified situations); **freedom of expression** (subject to certain exceptions); **freedom of peaceful assembly and to join trade unions** (subject to certain exceptions); **right not to be subject to unlawful discrimination** (e.g. sex, race, colour, language, religion, political opinion, national or social origin); **right to peaceful enjoyment of own possessions** (subject to certain exceptions e.g. to secure payment of taxes or other contributions or penalties); **right to an education**; **right to hold free elections by secret ballot**. The European Convention is given effect in UK law by the Human Rights Act 1998.

National Adult Autism Strategy (Autism Act 2009; statutory guidelines) including: To improve how services identify and meet needs of adults with autism and their families.

The Digital Accessibility Regulations 2018 came into force for public sector bodies on 23 September 2018. They say **you must make your website or mobile app more accessible** by making it '**perceivable, operable, understandable and robust**'. You need to include and update an accessibility statement on your website.

Care Leavers and Armed Forces: From 2023 the Council will include Care Leavers and Armed Forces Personnel, veterans and their families in the EIA process. People with care experience disproportionately experience homelessness, loneliness, unemployment, poverty and a range of other disadvantages.

As part of the **Armed Forces Covenant**, we acknowledge and understand that those who serve or who have served in the armed forces, and their families, should be treated with fairness and respect in the communities, economy and society they serve with their lives.

When policies or projects involve **Artificial Intelligence (AI) and Digital Tools**, it's essential to consider how these tools might impact equality. AI can unintentionally embed bias from historical data or make decisions that disproportionately affect certain groups. As part of your screening, assess whether the technology is transparent, fair, and accessible, and identify any risks of discrimination or exclusion. Early action – such as reviewing data sources, testing outputs, and involving diverse stakeholders – helps mitigate bias and ensures compliance with equality duties.

Explore our new AI tools and learn how to reduce bias risks using the following links:

[Using AI at the Council](#)

[Key Concepts of AI](#)

1. Name of policy/activity/project/practice

Bassetlaw Local Plan Scoping Report – approval for consultation

2. Screening undertaken

Person undertaking EIA: Karen Johnson

Other person involved in the screening:

3. Brief description of policy/activity/project/practice:

Including its main purpose, aims, objectives and projected outcomes. Who is it intended to affect or benefit (the target population)? How do these fit in with the wider aims of the organisation? i.e. Is it linked to BDC's Corporate Plan? Service Plan? Other?

To seek approval for the content of and the consultation for the Bassetlaw Local Plan Scoping report and approval of the updated Local Plan timetable.

The Government's plan-making reforms over the last 12 months represent a significant restructuring of local plan preparation with a focus on up-to-date plans, and a more efficient, transparent planning system that supports a growth agenda.

LPAs are required to review a Local Plan every 5 years. The current Local Plan was adopted in 2024, is less than 5 years old and is considered to be up to date. The 5 year review period ends in 2029, starting to review evidence and put a clear project management framework in place now is considered good practice. This will help ensure that there will be no gap in plan coverage in 2029 so will help manage speculative development to the benefit of communities. Additionally, the district is the focus of significant regional growth, including within the Trent Valley Supercluster, ensuring evidence considers the potential impacts will help influence and inform both regional and local plan making, to maximise opportunities for communities, local businesses and the environment.

Cabinet approved the local plan timetable and gave notice of intention to start a new local plan in June 2026. The next legally required step is to undertake a consultation on the scoping of the new local plan. This requires the Council to ask our communities and stakeholders what the new Bassetlaw local plan should include and how future engagement on its preparation should be carried out.

The Local Plan Scoping Report will contribute towards all of the strategic pillars of Vision 2040.

4. Impact

Consider how will the aims affect our duty to:

- Promote equality of opportunity?
- Eliminate discrimination, harassment and victimisation?
- Promote good community relations?
- Promote positive attitudes towards people with protected characteristics?
- Encourage participation of people with protected characteristics?
- Protect and promote Human Rights?

For example, think about it from the perspectives of different groups in society. Does it cause harm or a benefit to any group(s) differently to others? Will it differentially affect:

- Black, Asian or other ethnic minority and/or cultural groups?
- Disabled people? And their carers?

- Transgender people?
- Men and women?
- Lesbians, gay men and/or bisexual people?
- Different religious communities/groups?
- People of a particular age e.g. older people or children and young people?
- Care Leavers and people with care experience
- Armed Forces Personnel, veterans and their families
- Any other groups?
- People with flexible or agreed working patterns?

5. Within this table, state whether the policy or function will have a positive or negative impact:

(Assess the following factors, and provide any comments if there any aspects, including how it is delivered, or accessed, that could contribute to inequalities)

Factor	Positive Impact	Neutral Impact	Negative Impact	Comments
Age	Positive			The local plan can have a positive impact upon housing needs and design of new development for different age groups, which should have a positive impact on this characteristic.
Disability	Positive			The local plan can have a positive impact upon housing needs and design of new development for different abilities, which should have a positive impact on this characteristic.
Sex		Neutral		No impact on this characteristic
Gender reassignment		Neutral		No impact on this characteristic
Race		Neutral		No impact on this characteristic
Religion or belief (including no belief)		Neutral		No impact on this characteristic
Sexuality		Neutral		No impact on this characteristic
Marriage and Civil Partnership (applies only to work matters)		Neutral		No impact on this characteristic

Factor	Positive Impact	Neutral Impact	Negative Impact	Comments
Pregnancy and maternity (including breastfeeding)		Neutral		No impact on this characteristic
Socio economic (including rural and poverty)	Positive			The new local plan can have a positive impact upon different parts of the district, including the rural area and areas of deprivation which should have a positive impact on this characteristic.
Human rights		Neutral		No impact on this characteristic
Care Leavers and people with Care experience		Neutral		No impact on this characteristic
Members of the Armed Forces, veterans and their families		Neutral		No impact on this characteristic

If you have identified negative impacts a FULL assessment (Appendix 2) MUST be completed. (Form and advice available from Policy and Communications).

6. Evidence Base for Screening

List the evidence sources you have used to make this assessment (i.e. the known evidence)

(e.g. Index of Multiple Deprivation, workforce data, population statistics, any relevant reports, customer surveys Census 2021, equality monitoring data for the service area.)

- Vision 2040
- Bassetlaw Local Plan
- Bassetlaw Authority Monitoring Reports
- Census 2021

Are there any significant gaps in the known evidence base? If so what are your recommendations for how and by when those gaps will be filled?

- No significant gaps

7. Consultation

Describe what consultation has been undertaken on this function or policy, who was involved and the outcome.

No formal consultation is required to inform this report.

Abbie Marwood
Head of Planning and Place

A Marwood

Signature of Head of Service

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