

## Equality Impact Assessment - head of service review

Reference: EQIA175783556

Submitted: 24 February 2020 14:32 PM

### Executive summary

**Title of policy or decision:** Creation of a pan-Essex Development Viability team.

**Describe the main aims, objectives and purpose of the policy (or decision):** This project involves the creation of a pan-Essex Development Viability team of three dedicated viability officers. This dedicated pan-Essex viability team would comprehensively challenge viability arguments mounted by developers with the aim of securing essential contributions for infrastructure and affordable housing.

**What outcome(s) are you hoping to achieve?:** Help create great places to grow up, live and work, Transform the council to achieve more with less

**Which strategic priorities does this support? - Help create great places to grow up, live and work:** Help secure sustainable development and protect the environment, Facilitate growing communities and new homes

**Which strategic priorities does this support? - Transform the council to achieve more with less:** Limit cost and drive growth in revenue, Develop the capability, performance and engagement of our people

**Is this a new policy (or decision) or a change to an existing policy, practice or project?:** a new policy (or decision)

**Please provide a link to the document / website / resource to which this EqIA relates:** ?

**Please upload any documents which relate to this EqIA, for example decision documents:** ?

### Assessing the equality impact

**Use this section to record how you have assessed any potential impact on the communities likely to be affected by the policy (or decision):** The impact of the decision will affect all components and sectors positively - with additional developer contributions to strategic infrastructure used to offset capital investment otherwise made by ECC.

**Does or will the policy or decision affect:**

**Service users:** No

**Employees:** No

**The wider community or groups of people, particularly where there are areas of known inequalities:** Yes

**Which geographical areas of Essex does or will the policy or decision affect?:** All Essex

**Will the policy or decision influence how organisations operate?:** Yes

**Will the policy or decision involve substantial changes in resources?:** No

**Is this policy or decision associated with any of the Council's other policies?:** Yes

## **Description of impact**

**Description of Impact.** If there is an impact on a specific protected group tick box, otherwise leave blank. You will be given the opportunity to rate identified impacts as positive, negative or neutral on the next page: No impact on any of the above groups

**I confirm that I have considered the potential impact on all of the protected characteristics:** I confirm that I have considered the potential impact on all of the protected characteristics

## **Action plan to address and monitor adverse impacts**

**Does your EqIA indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?:** No

## **Details of person completing the form**

**I confirm that this has been completed based on the best information available and in following ECC guidance:** I confirm that this has been completed based on the best information available and in following ECC guidance

**Date EqIA completed:** 24/02/2020

**Name of person completing the EqIA:** Alethea Evans

**Email address of person completing the EqIA:** Alethea.Evans@essex.gov.uk

**Your function:** Economy, Localities & Public Health

**Your service area:** Planning Service

**Your team:** Strategic Infrastructure

**Are you submitting this EqIA on behalf of another function, service area or team?:** No

**Email address of Head of Service:** graham.thomas@essex.gov.uk