

### **Equalities Impact Assessment**

An Equalities Impact Assessment was completed in January 2012 and is attached as an Annex to this Appendix.

It has been undertaken as part of a process to help the Council ensure that it discharges its section 149 duty under the Equality Act 2010 to have due regard to the need to:

- eliminate discrimination;
- advance equality of opportunity between different groups and;
- foster good relations between groups in Wiltshire,

The assessment's approach reflects current equalities legislation, drawing on guidance produced by the Equalities and Human Rights Commission.

It considers the likely effects on equality as a result of the proposed Wiltshire Core Strategy Development Plan Document.

The assessment considered impacts with respect to the protected characteristics of:

- Race
- Disability
- Sex
- Religion or belief
- Age
- Sexual Orientation

The purpose of the assessment is to identify whether and to what extent the Wiltshire Core Strategy proposals would:

- Produce disproportionate disadvantage or enhance opportunity for any groups with the protected characteristic defined in the Equalities legislation;
- Identify the nature of such disadvantage or enhanced opportunity and how the allocation of a site or Core Strategy policy would impact on those groups;
- Explore how any adverse impacts could be eliminated or reduced;
- Identify specific actions that would help to eliminate or reduce those adverse impacts;
- Identify and explore actions to eliminate or reduce possible barriers that would prevent groups that share a protected characteristic from accessing any benefits arising from the proposed Core Strategy policies and site allocations;

The Council, in taking a decision, has to be mindful of the duties under the Equalities legislation and ensure that it has discharged those duties in relation to this matter.