

Statement of Community Involvement

Equalities Impact Assessment (EqIA)

June 2019

Table of Contents

Introduction..... 3

Part 1: The policy and its relevance to equality..... 4

Part 2: Evidence collection..... 5

Part 3: Consultation and engagement – what do those affected think?..... 7

Part 4: What is the judgement? An analysis of evidence and description of the impact..... 8

Part 5: Completion and authorisation 15

Introduction

The Equality Act came into force in October 2010. It was designed as a single legal framework for equalities, bringing together in one place 116 separate pieces of legislation (such as the Equal Pay Act 1970, Disability Discrimination Act 1995 etc). Of particular relevance to local authorities is the introduction of the **Public Sector Equality Duty (PSED)**. The PSED applies to all public bodies and is designed to support good decision-making and ensure that those providing public services understand how different people are affected by their activities.

The PSED requires councils to have ‘**due regard**’ to the need to **eliminate discrimination, advance equality of opportunity** and **foster good relations** between people who share a *protected characteristic* and those that do not. The nine protected characteristics covered by the equality duty are: **age, disability, sex, gender reassignment, pregnancy and maternity, race, religion or belief, and sexual orientation**. It replaces the previous race, gender and disability equality duties.

Equalities is about designing and delivering high quality customer services that meet the needs of our residents and wider service users. An essential element of this is understanding our diverse communities, their needs and issues and translating that knowledge into well-designed services that best meet the requirements of local people. It can be about recognising that sometimes a ‘one-size-fits-all’ approach is not the best option and enabling the tailoring of services to ensure they meet the particular needs of service users for e.g. ensuring that key documents are produced in easy read formats to support access for people with learning disabilities.

Equalities Impact Assessment Proforma

This Equalities Impact Assessment (EqIA) proforma has been designed to ensure that the Council is adequately meeting the requirements of the general Public Sector Equality Duty (PSED) when designing/changing/introducing services.

For ease the term ‘policy’ is used as shorthand to refer to the full range of services and functions to which the PSED applies (i.e. policies/functions/projects etc.).

Part I: The policy and its relevance to equality

Name of policy	Statement of Community Involvement
Trigger for EIA	New policy or change to existing policy
<p>Briefly describe the document including:</p> <ul style="list-style-type: none"> • its purpose and aims • main stakeholders (i.e. beneficiaries, service users, staff) • if it is likely changes proposed may lead to organisational restructures 	<p>Under section 18 of the Planning and Compulsory Purchase Act 2004 (as amended), each local authority is required to produce a Statement of Community Involvement (SCI). The SCI shows how the Council will ensure that local communities, businesses and other stakeholders can have greater involvement in local planning decisions and are better able to shape the places where they live.</p> <p>Bexley’s current SCI was adopted in 2006 following consultation and examination in public and was subsequently updated through an addendum published in 2009. Since then there have been a number of amendments to the 2004 Act and the Regulations governing development planning in England including the enactment of the Localism Act in 2011 and the publication of the NPPF. The principal effect of these changes, specific to SCIs, is that they are no longer subject to examination in public. In addition to these changes, the ways in which the Council engages with its residents and other stakeholders has also evolved to become more efficient and streamlined, with greater use of and accessibility to online technologies.</p> <p>In light of these changes, a revised Statement of Community Involvement has been drafted and consulted upon. The public consultation took place for four weeks in April 2019.</p> <p>Following adoption the document will be published on the Council’s website. Printed copies will be placed in libraries and at the Council’s main offices and all interested groups requesting to be notified will be informed of its adoption.</p> <p>All planning officers are expected to accord with the Statement of Community Involvement; either through the development of the Council’s Local Plan or when consulting on a planning application. Other affected will be customers, i.e. those applying for planning permission or commenting on planning applications and those engaging with the preparation of planning policy. In addition to groups that seek to represent areas of the borough or particular interest groups who interact with the planning system; for example, residents associations.</p>
<p>Equality Relevance (delete as appropriate) (Include link to published Determining Relevance to Equality checklist if available)</p>	Relevant to Equality
<p>Has the function previously had an equalities impact assessment? If so, when, and attach the publication link</p>	No record; however, this Statement of Community Involvement (SCI), and previous SCIs have been produced in line with Government policy. As a consultation strategy, it aims to promote equality for all through its objectives and particularly better access to the planning process in the borough and therefore make communities more sustainable.
<p>Summarise actions from previous EIA and provide an update on their delivery</p>	n/a

Table 1: The policy being assessed

Part 2: Evidence collection

Protected Characteristic	Evidence
<p>Please describe the evidence used to make a judgement. What existing data for example (qualitative or quantitative) has been used to form the judgement? (Any evidence that is aggregated by protected characteristic to be noted below)</p>	<p>There is national, regional and local evidence available which shows that people with certain protected characteristics can face barriers in employment, access to services and information, participation in decision making and in consultation.</p> <p>The 2011 Census (ward profiles available on the council website), and the 2014 ONS mid-year estimates and equality related evidence from Bexley's Joint Strategic Needs Assessment (JSNA) have been used in Part 2 of this assessment.</p> <p>Bexley's JSNA identifies 'the big picture' in terms of health and wellbeing needs and inequalities of a local population and informs future service planning, taking into account evidence of effectiveness.</p> <p>https://www.bexley.gov.uk/services/public-health/joint-strategic-needs-assessment-jsna</p>
Age	<p>Bexley has an aging population, it is predicted that the population aged over 75 will almost double by 2050. The younger population will also increase, but to a much smaller extent. Children and young people (under 25) account for almost a third of the population, whilst older people (aged 65 and over) account for a sixth. Projections up to 2050 show an aging population; over 65s will make up 22% of the population. It is predicted that over 37,000 people in Bexley will be aged 75+ by 2050, compared to almost 20,000 in 2017, a 90% increase.</p>
Disability	<p>Using the 2011 Census, 16.0% of the Bexley population has a long-term health problem or disability that limits day-to-day activities. Based on current statistics, people in Bexley may face between 15 and 20 years of ill-health during their life.</p>
Sex	<p>The 2014 ONS mid-year estimate shows that the borough population is made up of a 48% male to 52% female ratio.</p>
Gender reassignment	<p>No evidence available</p>
Pregnancy and Maternity	<p>No evidence available; however, there are approximately 3,000 live births each year and around 2,000 deaths each year. These have remained reasonably stable over time with a steady increase in births. This has led to a natural increase in population.</p>
Race	<p>Bexley is becoming more ethnically diverse. In the 2011 Census, the Black and minority ethnic population accounted for 18% of the population; this is estimated at 22% in 2017 and projected to rise to 27% by 2030, and 30% by 2045. Populations of some ethnic groups (Black, Asian and Mixed) are predicted to more than double from the Census to 2050.</p> <p>There are three main gypsy sites in the borough; these are located in the wards of Erith, Crayford, and Sidcup. There are no known new age travellers, organised groups of travelling show people or circus people travelling together based in the borough.</p>

Equalities Impact Assessment of the Bexley Statement of Community Involvement

Protected Characteristic	Evidence
Religion and Belief	The most recent information on the religion/faith of people living in Bexley is also from the 2011 census. Figures show that in 2011, 62% of people living in Bexley were Christian, 2.4% Muslim, 1.84% Sikh and 1.5% Hindu. The number of people stating their religion as Buddhist, or Jewish, or other religion was much smaller. Two key statistics emerging are that 24% people said they had no religion and 7% chose not to state their religion.
Civil Partnerships & Marriage	No information available
Sexual Orientation	0.1% of the Bexley population are in a civil partnership (same sex marriage was introduced after the 2011 Census).

Table 2: the evidence collected

Part 3: Consultation and engagement – what do those affected think?

<p>Has any consultation/engagement been held with service users/interested parties likely to be affected by the policy?</p>	<p>Yes. The SCI has been subject to a wide-ranging consultation exercise and has been amended to reflect a number of comments the Council received. Public consultation on the draft SCI took place over four weeks in April 2019. Following the removal, in the 2008 Planning Act, of the requirement for the SCI to be submitted to the Secretary of State for examination, Bexley’s SCI will not be publicly examined. The consultation was carried out in accordance with the currently adopted Statement of Community Involvement and the regulations for consulting on such documents. The consultation used a variety of methods, as detailed in the SCI, including:</p> <ul style="list-style-type: none"> • an email sent to everyone on the Local Plan consultation database (1,051 people or organisations) or a letter if they have no email address; • a news release; • a banner placed on the Council website’s home page; • a link on the Council’s main consultation webpage as well as the planning policy webpage; • promotion of the consultation on the Council’s Facebook and Twitter accounts; and, • the document being made available in all borough libraries and the Civic Office Contact Centre. <p>In response to the consultation, the Council received responses from eight individuals or groups, including:</p> <ul style="list-style-type: none"> • Thames Water • Port of London Authority • Natural England • Highways England • Crayford Baptist Church • Bexley Labour Group
<p>Have the identified client group/service users/interested parties been involved in drawing up the policy?</p>	<p>Anyone who lives in, studies in, works in, visits, or has an interest in London Borough of Bexley may be interested in the SCI. This includes the general public, anyone previously interested in planning consultations (on our Local Plan database), Council staff, elected Members, developers and landowners, various partners, stakeholders from various sectors and interest groups or communities, Neighbourhood Forums and other statutory consultees as defined by the Government. The Draft SCI was informed by an internal cross-departmental stripy consultation including, but not limited to, the Heads of Development Management, Strategic Planning and Growth, Adult Social Care, Public Health, Communications, and Marketing.</p>
<p>What attempts have been made to include traditionally hard to reach/hear groups? E.g. those with learning disabilities/Bengali women/Gypsy and Traveller communities etc.</p>	<p>The Planning Policy Team has developed a Local Plan database that includes details of planning and land agents and their clients and private developers who operate within the local authority area. The database also includes details of service providers (public and private) that operate within the area, as well as people who have asked to be kept informed of local planning matters. All these stakeholders were invited to make comments on the SCI during the four week consultation period.</p>

Table 3: how consultation and engagement was carried out

Part 4: What is the judgement? An analysis of evidence and description of the impact

(a) Aim 1 of the Public Sector Equality Duty (PSED) – the duty to eliminate discrimination	
<p>There is potential for both direct and indirect positive impacts for all of the protected groups. The SCI aims to improve involvement of the borough’s communities in the planning process through a variety of means. The SCI ensures that a clear process to community involvement and consultation is enabled within the planning process in the borough and will undertake many different methodologies/approaches to engagement that are tailored to individual and group needs. The aim is to have an inclusive approach and therefore has a positive impact for all.</p> <p>The aim of the planning process is to improve communities, the economy and the environment for the benefit of all. The SCI aims for equality of opportunity for involvement across all the protected characteristics. The Local Plan and the planning process aim to address other equality issues relating to ‘spatial planning’ (planning spaces and places) which can be linked to protected characteristics such as public transport and quality of place.</p> <p>In relation to the planning process and specific planning applications, the process to consult is different. Engagement equality impact is very much locality specific depending on the scale of a planned development. For instance, statutory procedures dictate the remit of consultation, key consultees and those close to development; however, for larger developments there is greater need to ensure engagement is appropriate and takes consideration of all equality and diversity issues.</p> <p>The following examples from the SCI show potential positive impacts for some protected characteristic groups:</p> <ul style="list-style-type: none"> <input type="checkbox"/> The SCI details how people can be involved in the Local Plan process. This will give all communities the opportunity to comment on the quantity, distribution and scope of Development Management policies as well as other issues identified. <input type="checkbox"/> The SCI also details how people can be involved in the Development Management process. This can give people an opportunity to influence such issues as accessibility by public transport; promoting legibility, accessibility and permeability; safe and attractive places; design measures to reduce actual or perceived opportunities for crime and/or anti-social behaviour; and prioritising the needs of cyclists, public transport users, pedestrians and disabled people. <input type="checkbox"/> The involvement of communities in the Neighbourhood Planning process gives communities the chance to influence development in their own area (subject to proposals being in line with the strategic policies of the Local Plan). This gives an opportunity for all to be involved and to influence issues which would affect protected characteristics such as accessibility and safety. <input type="checkbox"/> It details how targeting may be necessary for certain groups, both in the consultation on the Local Plan and also as an example of how neighbourhood planning groups can fulfil their community engagement obligations. This can benefit all protected characteristics groups. 	

Characteristic	Actual or likely impacts (negative/positive/no impact) and justification	Actions to be taken to mitigate potential negative impacts (include name of lead and estimated date of completion)
Age	<p>Positive impact</p> <p>The SCI aims to address the needs of young people, whether the very young or the student population. The SCI also aims to address the needs of the working population and older people.</p>	<p>1) The Council is moving towards greater reliance on electronic means of communication/consultation. Research indicates that those aged 65 plus are less likely to be computer literate, which may impede their ability to participate in the planning process.</p>

Equalities Impact Assessment of the Bexley Statement of Community Involvement

Characteristic	Actual or likely impacts (negative/positive/no impact) and justification	Actions to be taken to mitigate potential negative impacts (include name of lead and estimated date of completion)
	<p>Particularly focussed consultation with both older people and young people will take place as part of the consultation on the Local Plan.</p> <p>Different methodologies will be used to effectively engage with a variety of user groups/consultees, including:</p> <ul style="list-style-type: none"> ☑ Workshops (considering access) ☑ Leaflets ☑ Email ☑ Letters/libraries for older people <p>Instagram, Twitter and Facebook will be used to engage with younger people who can be hard to reach.</p> <p>web content that is accessible to the widest possible audience https://www.bexley.gov.uk/accessibility</p>	<p>To guard against this, the Council will continue to use other methods of consultation such as making documents available at Libraries, publicity through the local press, along with local meetings and forums, where appropriate.</p> <ol style="list-style-type: none"> 2) Produce summary that succinctly outline the process to get involved. 3) Continue to monitor the demography of participants and consider how to increase participation from any under-represented groups, to determine if the SCI is working or if an early review is necessary. 4) Review the consultation methods at the end of each consultation, to determine if the consultation methods used are effective or if any changes need to be implemented. <p><u>Date of Completion:</u> Monitoring of impact will be carried out as part of Development Management, Local Plan and Neighbourhood Planning process.</p> <p><u>Name of Lead:</u> Planning Policy and Placemaking Manager</p>
<p>Disability</p>	<p>Positive impact</p> <p>Add website accessibility as above</p> <p>The SCI aims to ensure that consultation and the planning system is accessible to all. This aims to eliminate disadvantage for those without access to a car or the internet, disabled people, older people or those with limited mobility. It will also help in promoting inclusion and positive attitudes towards disabled people.</p> <p>Particularly focussed consultation with both older people and disabled people will take place as part of the consultation on the Local Plan.</p> <p>Consultation on planning policy documents and notification of planning applications are often not accessible for disabled people, particularly those</p>	<p>As 2, 3 and 4 above.</p> <ol style="list-style-type: none"> 5) In order to ensure those with physical disabilities are not denied access to public consultation events, the Council will seek to hold meetings in places that are accessible to those who have mobility issues, where possible. Reasonable adjustments for people with disabilities will be made where required. We will consider the accessibility of venues prior to consultation events. 6) In addition, we will make documents and information available at a variety of locations

Equalities Impact Assessment of the Bexley Statement of Community Involvement

Characteristic	Actual or likely impacts (negative/positive/no impact) and justification	Actions to be taken to mitigate potential negative impacts (include name of lead and estimated date of completion)
	<p>with visual impairments. We will arrange for these to be made accessible on request as part of our responsibilities under the Equality Act 2010.</p> <p>We will consider access to information and accessibility of venues for consultation events. Reasonable adjustments for disabled people will be made where necessary including building access and request for documentation in other formats. Our commitment to meaningful consultation includes making documents and information available in Braille, large print, audio version or other formats on request.</p> <p>Some disabled people may also find it difficult to access meetings or events, despite them, being held in accessible venues and we will do all we can to deal with requests for help to access the documents.</p> <p>Where Deaf people cannot access the information we provide, we will arrange for face-to-face discussions and meetings to help access information, with BSL interpreters present on request.</p> <p>We will proactively work with disability groups to ensure opinions on the Local Plan are incorporated through the consultation process and where necessary through planning applications.</p> <p>Statutory duties shall be adhered to and considered through the planning application process.</p> <p>web content that is accessible to the widest possible audience https://www.bexley.gov.uk/accessibility</p>	<p>and utilise disability networks/organisation from the Local Plan consultation database to promote information.</p> <p>7) We will make clear that alternative formats of planning documents are available on requested; taking advice as appropriate, from specialist bodies such as the Royal National Institute for the Blind (RNIB), Deafblind UK, and Communicating with deaf people (signature.org.uk).</p> <p>8) We will ensure that key documents are produced in easy read formats to support access for people with learning disabilities.</p> <p><u>Date of Completion:</u> Monitoring of impact will be carried out as part of Development Management, Local Plan and Neighbourhood Planning process.</p> <p><u>Name of Lead:</u> Deputy, and Planning Policy and Placemaking Manager</p>
Sex	<p>It is not considered that this proposal will impact disproportionately on one sex more than the other.</p> <p>The SCI aims to involve both men and women. Equality of opportunity for all is an overall aim. The Local Plan includes themes which are relevant to gender such as employment, accessibility, transport links and crime.</p> <p>The issues of personal safety, crime and fear of crime are also relevant and can be influenced through the Development Management process.</p> <p>The balance of males and females within the borough is fairly evenly split and there are 48 percent males and 52 percent females living in LB Bexley (2014 ONS mid-year estimate).</p>	As 3 and 4 above.

Equalities Impact Assessment of the Bexley Statement of Community Involvement

Characteristic	Actual or likely impacts (negative/positive/no impact) and justification	Actions to be taken to mitigate potential negative impacts (include name of lead and estimated date of completion)
<p>Gender reassignment</p>	<p>It is not considered that this proposal will disproportionately impact residents with a gender reassignment.</p> <p>The issues of personal safety, crime and fear of crime are relevant to transgender people. These can be influenced through engagement with the planning process whether through the Plan or the Development Management process.</p> <p>We have no accurate information on transgender populations. There is a lack of local information/evidence on transgender issues.</p> <p>Particularly focussed consultation with groups will take place as part of the consultation on the Local Plan if appropriate.</p>	<p>As 3 and 4 above.</p>
<p>Pregnancy and Maternity</p>	<p>It is not considered that this proposal will impact disproportionately any residents who are pregnant or have children.</p> <p>Heavily pregnant women may find it difficult to get to planning events, but we will explore other ways of getting information across to them.</p> <p>The Local Plan includes themes which are relevant to pregnancy and maternity such as health, accessibility and transport links.</p>	<p>As 3 and 4 above.</p>
<p>Race</p>	<p>Positive</p> <p>Our commitment to meaningful consultation includes making documents and information available translated into another language, upon request.</p> <p>The role of arts and culture (which could include different cultures) should be explored in making engagement stimulating and enjoyable.</p> <p>The SCI recognises target groups for consultation, and these include known community organisations which could include community organisations for minority ethnic groups.</p> <p>LB Bexley is becoming more ethnically diverse; and populations of some ethnic groups (Black, Asian and Mixed) are predicted to more than double from the Census to 2050. We also have three Gypsies and Travellers sites in the borough.</p> <p>Ethnicity can have a variety of impacts, such as:</p>	<p>As 2, 3 and 4 above.</p> <p>It is recognised that there may be challenges in engaging all racial groups due to language barriers, or cultural differences. To address this:</p> <ul style="list-style-type: none"> 9) We will make clear that alternative formats of planning documents will be made available in different languages on request. 10) Translation and interpretation requests will be considered in line with corporate guidance. 11) The local plan consultation database includes contact details for a range of different organisations representing different racial groups who will be notified of any consultations.

Equalities Impact Assessment of the Bexley Statement of Community Involvement

Characteristic	Actual or likely impacts (negative/positive/no impact) and justification	Actions to be taken to mitigate potential negative impacts (include name of lead and estimated date of completion)
	<ul style="list-style-type: none"> ☑ Health, as migrants may bring different lifestyle choices or have access issues with healthcare ☑ Specific issues for Gypsy, Roma Traveller communities in relation to housing, access to information and services ☑ Lack of accurate, up to date information on number of migrant workers <p>Different methodologies will be used to effectively engage with a variety of user groups/consultees, including:</p> <ul style="list-style-type: none"> ☑ Workshops ☑ Leaflets ☑ Email 	<p><u>Date of Completion:</u> Monitoring of impact will be carried out as part of Development Management, Local Plan and Neighbourhood Planning process.</p> <p><u>Name of Lead:</u> Deputy, and Planning Policy and Placemaking Manager</p>
Religion and Belief	<p>Positive</p> <p>The SCI recognises target groups for consultation, and these include known community organisations which could include faith groups.</p> <p>In planning policy, we will be mindful of religious beliefs when scheduling meetings or running consultations.</p> <p>Development Management have set timescales for determining planning applications but are mindful of religious beliefs when scheduling meetings.</p> <p>Different methodologies will be used to effectively engage with a variety of user groups/consultees, including:</p> <ul style="list-style-type: none"> ☑ Workshops ☑ Leaflets ☑ Email 	As 2, 3 and 4 above.
Civil Partnerships and Marriage¹	No adverse impacts expected	As 3 and 4 above.
Sexual Orientation	<p>No adverse impacts expected</p> <p>No accurate data is available about the number of lesbians, gay and bisexual people living in LB Bexley.</p>	As 3 and 4 above.

¹ Only applies to aim one of the PSED

Equalities Impact Assessment of the Bexley Statement of Community Involvement

Characteristic	Actual or likely impacts (negative/positive/no impact) and justification	Actions to be taken to mitigate potential negative impacts (include name of lead and estimated date of completion)
	<p>Different methodologies will be used to effectively engage with a variety of user groups/consultees, including:</p> <ul style="list-style-type: none"> ☑ Workshops ☑ Leaflets ☑ Email <p>Particularly focussed consultation with groups will take place as part of the consultation on the Local Plan if appropriate.</p>	

(b) Aims 2 and 3 of the Public Sector Equality Duty (PSED) – the duty to advance equality of opportunity & foster good relations

The Statement of Community Involvement (SCI) takes account of Bexley’s Draft Connected Communities Strategy 2019-2023 and its associated workstreams, along with other relevant corporate policies that guide and promote community engagement to ensure that, wherever possible, a consistent approach to consultation and engagement is taken across the Council.

Sustainable Communities are a key aim of the Planning process, as outlined in national policy, and hence a key aim of the Local Plan, Development Management and Neighbourhood Planning. Sustainable communities are communities in which people wish to live work and spend time:

“They meet the diverse needs of existing and future residents, are sensitive to their environment, and contribute to a high quality of life. They are safe and inclusive, well planned, built and run, and offer equality of opportunity and good services for all.”

The SCI is part of a statutory process which aims to involve all interested stakeholders in the spatial planning of their area for the future. As a consultation strategy, it aims to promote equality for all, through its objectives, and particularly better access to the planning process in the borough, and therefore make communities more sustainable.

The SCI aims to engage people in planning matters, using a wide range of technical supports and methods. For example, through diverse methods of involvement, aiming at reaching groups that are not always involved.

The document also makes clear that alternative versions of planning documents are available, in line with Corporate measures (other languages, different prints, Braille) and that documents are available at the Council’s main offices as well as online. By using a wide range of engagement methods and tools, it gives an opportunity for many of the protected characteristics to get further opportunities to get involved in planning.

The extensive use of the website in terms of access to planning information/consultations/documents is an opportunity for a wide range of people to get involved in planning, including those who cannot go to events or come to the office, for example, due to their age and/or disability.

Protected Characteristic	How can this policy be designed to advance equality of opportunity	How can this policy be designed to foster good relations between groups
Age	<p>The SCI promotes the use of multiple forms of communication in order to reach local people, local businesses and other key organisations and stakeholders.</p> <p>In order to advance equality of opportunity for young people the Council will continue to use</p>	<p>a) The SCI helps to foster good relations by ensuring that the Council is open about how it will engage with the community in the delivery of its planning function, thus removing barriers to</p>

Equalities Impact Assessment of the Bexley Statement of Community Involvement

	<p>social media as a means of involving the community in planning policy, namely through platforms such as Facebook and Twitter.</p> <p>Research suggests that young adults are difficult/reluctant to engage in the planning process. Social media is a popular means of interaction for young adults and the Council is committed to the use of online platforms to engage younger people on planning matters, as a means of enhancing equality of opportunity.</p>	<p>participation in the planning process.</p>
Disability	<p>In order to advance equality of opportunity for people with a disability, the SCI promotes reasonable adjustments to improve accessibility to consultation events, when required; and the availability of documents in alternative formats.</p>	<p>As a) above</p>
Sex	<p>The SCI promotes the use of multiple forms of communication in order to reach local people, local businesses and other key organisations and stakeholders.</p>	<p>As a) above</p>
Gender reassignment	<p>The SCI promotes the use of multiple forms of communication in order to reach local people, local businesses and other key organisations and stakeholders.</p>	<p>As a) above</p>
Pregnancy and Maternity	<p>The SCI promotes the use of multiple forms of communication in order to reach local people, local businesses and other key organisations and stakeholders.</p>	<p>As a) above</p>
Race	<p>The SCI promotes the use of multiple forms of communication in order to reach local people, local businesses and other key organisations and stakeholders.</p> <p>Planning for the provision of community involvement to support community cohesion.</p>	<p>As a) above</p>
Religion and Belief	<p>The SCI promotes the use of multiple forms of communication in order to reach local people, local businesses and other key organisations and stakeholders.</p>	<p>As a) above</p>
Sexual Orientation	<p>The SCI promotes the use of multiple forms of communication in order to reach local people, local businesses and other key organisations and stakeholders.</p>	<p>As a) above</p>

Equalities Impact Assessment of the Bexley Statement of Community Involvement

Part 5: Completion and authorisation

Directorate and Service	Chief Executive/Growth and Regeneration/Strategic Planning and Growth
Date EIA completed	June 2019
Name and Job Title of Officer completing EIA	John Luckhurst Senior Planning Officer
Describe how the impact of the policy will be monitored	Impact and delivery against actions will be monitored corporately and reported annually to the lead Cabinet Member for Equalities
Officer responsible for monitoring impact	Clare Loops Planning Policy and Placemaking Manager
Date EIA is scheduled to be reviewed	As required
DD responsible for policy	Jane Richardson, Assistant Chief Executive  Signature Date 9th July 2019