



APPENDIX THREE Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	South Kesteven District Council: Statement of Community Involvement (SCI) 2026
2. Summary of aims and objectives of the policy/funding activity/event	The Statement of Community Involvement sets out how the Council will consult on planning policy documents (including the Local Plan), engage with and support neighbourhood planning, and consult on planning applications. As a local authority, we are required by the Equality Act 2010 to comply with the Public Sector Equality Duty. This means we need to carry out an equality analysis of our services and any proposals for change. We need to ensure that all our strategies, policies, services and functions, both current and proposed, give proper consideration and due regard to the needs of diverse groups to: • Eliminate discrimination • Advance equality of opportunity and access, and • Foster good relations between different groups in the community
3. Who is affected by the policy/funding activity/event?	South Kesteven District Council residents, businesses, developers and anyone who wishes to comment on planning related matters.
4. Has there been any consultation with, or input from, customers/service users or other stakeholders? If so, with whom, how were they consulted and what did they say? If you haven't consulted yet and are intending to do so, please complete the consultation table below.	Yes, a 6-week public consultation on the draft revised SCI was undertaken between the 13th of March 2026 and the 24th of April 2026. Notification emails were sent to all statutory consultees, councillors, parish councils and all other consultees on the planning policy database. This included information on where the draft SCI was available to view and how to make representations. This included a weblink and options of alternative methods of commenting (i.e. consultation portal, emailing to planning policy team, post) where people do not have access or do not wish to complete the online representation. The response form was also available to download from the council's website and paper copies of the consultation document and response form were also available upon request. The council received 13 comments from various parties which have been summarised in the 'Consultation Summary Report 2026' - Appendix 2.
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	The Council is also required to review the SCI every five years from the date of its adoption.



Protected Characteristic	Is there a potential positive or negative impact? (state which below. If N/A give reason in next column)	Please explain and give examples of any evidence/data used	Action to address negative impact e.g. adjustment to the policy (The Action Log below should be completed to provide further detail)
Age	Neutral	The SCI document places greater emphasis on online consultation methods and removes the minimum consultation requirement to have libraries and council offices as deposit points, which could disproportionately impact older people who are less likely to be online. However, the Council can still choose to deposit the documents at these points at their discretion and there is an option for paper copies of the consultation document and response form been made available upon request. Overall, this would maintain the advancement of equality of opportunity.	No action required at this stage.
Disability	Positive	The SCI document makes a commitment to make reasonable adjustments for equalities purposes by providing alternative formats upon request. This would particularly benefit individuals with certain disabilities. Overall, the aim of this is to eliminate discrimination and advance equality of opportunity to respond to consultations.	No action required at this stage.
Gender Reassignment	Neutral	Benefits of the SCI document would be equal as they apply to the public generally.	No action required at this stage.



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Marriage and Civil Partnership	Neutral	Benefits of the SCI document would be equal as they apply to the public generally.	No action required at this stage.
Pregnancy and Maternity	Neutral	Benefits of the SCI document would be equal as they apply to the public generally.	No action required at this stage.
Race	Positive	It is recognised that there may be challenges in engaging all racial groups due to language barriers, or cultural differences. To address this, local plan documents requested in an alternative format due to a language differential will not be charged. consultation on the new plan making system	No action required at this stage.
Religion or Belief	Neutral	Benefits of the SCI document would be equal as they apply to the public generally.	No action required at this stage.
Sex	Neutral	Benefits of the SCI document would be equal as they apply to the public generally.	No action required at this stage.
Sexual Orientation	Neutral	Benefits of the Sci document would be equal as they apply to the public generally.	No action required at this stage.
Other Factors requiring consideration			
Socio-Economic Impacts	Neutral	The document promotes public participation in planning matters through a range of consultation methods. Multiple opportunities to engage in consultation were made available. However individuals facing financial hardship may face barriers to engage, including limited internet access, lack of digital skills.	No action required at this stage.



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Carers (those who provide unpaid care to a family member, friend or partner)	Neutral	The document promotes public participation in planning matters through a range of consultation methods. Multiple opportunities to engage in consultation were made available. Although some carers may face barriers to participate due to caring responsibilities, limited time etc consultation materials have been made available in various forms allowing participation at a time convenient to them.	No action required at this stage.
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Consultation

Negative impacts identified will require the responsible officer to consult with the affected group/s to determine all practicable and proportionate mitigations. Add more rows as required.		
Group/Organisation	Date	Response

Proposed Mitigation: Action Log

To be completed when barriers, negative impact or discrimination are found as part of this process – to show actions taken to remove or mitigate. Any mitigations identified throughout the EIA process should be meaningful and timely. Add more rows as required.				
Negative Impact	Action	Timeline	Outcome	Status

Evaluation Decision

Once consultation and practicable and proportionate mitigation has been put in place, the responsible officer should evaluate whether any negative impact remains and, if so, provide justification for any decision to proceed.		
Question	Explanation / justification	
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?		
Final Decision	Tick	Include any explanation/justification required
1. No barriers identified, therefore activity will proceed	✓	No significant barriers have been identified. The SCI includes a variety



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		of consultation methods and seeks to ensure that all individuals and groups have an opportunity to participate in planning consultations.
2. Stop the policy or practice because the data shows bias towards one or more groups		
3. Adapt or change the policy in a way that will eliminate the bias		
4. Barriers and impact identified , however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g. in extreme cases or where positive action is taken). Therefore you are going to proceed with caution with this policy or practice knowing that it may favour some people less than others, providing justification for this decision		

Did you consult with an Equality Ally prior to carrying out this assessment? Yes/No

Sign off

Name and job title of person completing this EIA	Jhanvi Shukla Assistant Planning Policy Officer
Officer Responsible for implementing the policy/function etc	Alan Houghton Interim Planning Policy Manager
Date Completed	06/08/2026
Line Manager	Alan Houghton
Date Agreed (by line manager)	06/08/2026
Date of Review (if required)	

Completed EIAs should be included as an appendix to the relevant report going to a Cabinet, Committee or Council meeting and a copy sent to equalities@southkesteven.gov.uk.

Completed EIAs will be published along with the relevant report through Modern.Gov before any decision is made and also on the Council's website.