

Annex D – Equality Impact Assessment Screening

NO EQIA REQUIRED DECLARATION

Only complete this section if, after carrying out and considering your screening exercise, you have concluded and can demonstrate that no EQIA is required, and that people are not impacted by your policy directly or indirectly.

Please refer to the [EQIA guidance](#) before making a decision not to conduct an EQIA. If, after reading the guidance you are satisfied that an EQIA is not required, please confirm the following:

- ◆ Will individuals have access to, or be denied access to, a service or function as a result of your policy or the changes you propose to make? Yes No
- ◆ Will the implementation of your policy, directly or indirectly, result in: individuals being employed; a change in staffing levels, terms and conditions, employer or location? Yes No
- ◆ Is there a change in the size of budget, or an impact on resources, and will this change (potentially) impact on individuals? For example, will a service be withdrawn, changed or expanded? Yes No
- ◆ Will your policy impact on another policy that affects people? Yes No

If you have answered **yes** to any of these questions, your policy does affect people and you should undertake an EQIA.

If you have answered **no** to all these questions, considered the EQIA guidance and are completely satisfied you do not need to complete an EQIA, please complete and retain the EQIA not required form on the following page.

The form should be completed by the official responsible for the decision, and then authorised by the relevant Deputy Director, or equivalent. The completed declaration must be filed as a corporate record on eRDM.

EQUALITY IMPACT ASSESSMENT NOT REQUIRED DECLARATION

Policy title	Mandatory Training on Planning for Elected Members								
Which National Outcome(s) does the policy contribute to?	<p>The planning system in Scotland contributes to all our National Outcomes. Mandatory training for elected members can have a demonstrable impact on the service provided by a local authority, in particular it contributes to the following indicators under the Human Rights and International Outcomes:</p> <table border="1" data-bbox="756 819 1337 1196"> <thead> <tr> <th data-bbox="756 819 1031 857">Outcome</th> <th data-bbox="1031 819 1337 857">Indicator</th> </tr> </thead> <tbody> <tr> <td data-bbox="756 857 1031 1043" rowspan="2">Human Rights</td> <td data-bbox="1031 857 1337 969">Influence over local decisions</td> </tr> <tr> <td data-bbox="1031 969 1337 1043">Quality public services</td> </tr> <tr> <td data-bbox="756 1043 1031 1196" rowspan="2">International</td> <td data-bbox="1031 1043 1337 1120">Trust in public organisations</td> </tr> <tr> <td data-bbox="1031 1120 1337 1196">Scotland's reputation</td> </tr> </tbody> </table>	Outcome	Indicator	Human Rights	Influence over local decisions	Quality public services	International	Trust in public organisations	Scotland's reputation
Outcome	Indicator								
Human Rights	Influence over local decisions								
	Quality public services								
International	Trust in public organisations								
	Scotland's reputation								
Directorate: Division: team	Local Government and Communities: Planning, Architecture and Regeneration Division: Planning Performance Improvement								
Policy lead responsible for taking the decision	Tasha Liddiard								

Please record why you are not carrying out an EQIA and what your justification is for making that decision.

In 2017 we published the Places, People and Planning Consultation which included some recommendations about planning performance which influenced our approach to the provisions within the Planning (Scotland) Act 2019.

During the passage of the Planning Bill, draft EQIA and CRWIA were published in June 2019. These assessments did not provide any direct evidence on matters pertaining to planning performance. In developing our proposals, the public sector equality duty requires the Scottish Government to pay due regard to the need to:

- eliminate discrimination, victimisation, harassment or other unlawful conduct that is prohibited under the Equality Act 2010;
- advance equality of opportunity between people who share a protected characteristic and those who do not; and
- foster good relations between people who share a relevant protected characteristic.

We do not believe this position has changed based on the proposals to implement mandatory training.

In November 2022 a number of workshops were held with over 25 attendees, representing a wide range of sectors, to discuss the topic of mandatory training on planning for elected members. This early engagement assisted in the preparation of this proposed consultation paper. Specifically, it helped with the identification of current issues which should be consulted on and provided helpful insight into how mandatory training for elected members could be implemented.

At this stage, we do not believe there is any indication that a full EQIA is required. However we are aware that the implementation of mandatory training could be viewed as having a direct or indirect impact on the employment of elected members and change in terms and conditions. The Scottish Government's position is elected members will still receive their basic annual pay of £19,571 regardless of whether they undertake the mandatory training. If elected members chose to not undertake the mandatory training they will not be allowed to undertake specified planning functions which includes the determination of planning applications either as part of a Planning Committee, Local Review Body or Full Council, however they will still be employed as an elected member (Councillor).

I confirm that the decision to not carry out an EQIA has been authorised by:

Name and job title of Deputy Director (or equivalent)	Date authorisation given
Fiona Simpson Chief Planner	22/6/2023