



Tendring District Council

Equality and Diversity Impact Assessment

Background

What is this tool for?

This tool will help you to assess the impact of existing or new strategies, policies, projects, contracts or decisions on residents & staff. It will help you to deliver excellent services, by making sure that they reflect the needs of all members of the community & workforce.

How do I use the tool?

This tool is easy to use & you do not need expert knowledge to complete it. It asks you to make judgements based on evidence. The tool uses a system of red flags to give you an indication of whether or not your responses are identifying potential issues. Getting a red flag does not necessarily indicate a problem, but it does mean that your assessment is highlighting issues or gaps in data that may require further investigation or action.

What should be equality impact assessed?

You only need to equality impact assess strategies, policies, projects, contracts or decisions that are **relevant** to equality. If you are not sure whether your activity is relevant to equality, take the 'relevance test'.

The relevance test

Use the quick guide opposite to decide whether or not your strategy, policy, project, contract or decision related to equality:



Relevant

- The strategy, policy, project contract or decision will impact on 'people' (residents, staff, or people who work in or visit the area)
- It may benefit some people or communities & not others (community cohesion)

Not Sure

- The service is a support function or administrative
- There is no obvious impact on 'people' but the strategy, policy, project contract or decision is of major scale &/or significance to the Council's activities
- Insufficient evidence

Not relevant

- No discernable impact on people.
- The service is a support function or administrative

If you are not sure whether your strategy, project or decision is relevant to equality, ask your Equality Service Champion in the first instance, or Amanda Cobb, the [Community Operations Manager](#) for advice, Tel: 01255 686360.



SECTION 1 – FAST TRACK EQUALITY IMPACT ASSESSMENT



This section is used to undertake a fast track Equality Impact Assessment which is designed to identify whether there are any potential equality issues which would require any further investigation or actions to be taken.



GENERAL INFORMATION	
Name of strategy, policy, project, contract or decision:	Supplementary Planning Document for Policy COM6
What is the overall purpose of the strategy, policy, project, contract or decision?	Supplementary policy to the Tendring District Local Plan for Policy COM6
Responsible Head of Service:	Roger Stewart
Officers involved in preparing the assessment:	John Farrow
Date Assessment completed	6/1/10
Relevant <i>Follow the relevance test above and record your findings</i>	Yes <i>Continue completing the form</i>
Date next review will be required <i>(For new strategies, policies, projects, contracts or decisions this should be one year from implementation.</i> <i>Existing strategies, policies, projects, contracts or decisions should be reviewed every three years or when a change occurs)</i> <i>The review date should be entered onto the EqIA Matrix on the intranet</i>	<input type="checkbox"/> <i>Click the box to insert a cross to indicate that you have recorded the review date</i> 6/1/13

BACKGROUND INFORMATION		
1.1	Are other services or partners involved in the delivery of the strategy, policy, project, contract or decision?	<input type="checkbox"/> No <input checked="" type="checkbox"/> Yes (Please state) Leisure Services
1.3	Who is intended to be affected by the strategy, policy, project, contract or decision? <i>(Please tick all that apply)</i>	<input checked="" type="checkbox"/> Officers / Members <input checked="" type="checkbox"/> Residents <input type="checkbox"/> A specific diverse group see appendix 1 <i>(Please state)</i>
MEASURING OUTCOMES – The Council is working to achieve outcomes which provide services which do not inadvertently exclude or disadvantage any diverse groups. To ensure that this objective is achieved we need to consider the information that we are going to use to measure the outcomes and ensure that we are collecting appropriate information to enable a judgement to be made.		
1.4	How do you (or how do you intend to) monitor the impact of the strategy, policy, project, contract or decision? <i>(Please tick all that apply)</i>	<input type="checkbox"/> Performance indicators or targets <input type="checkbox"/> User satisfaction <input type="checkbox"/> Uptake <input type="checkbox"/> Consultation/Surveys or involvement <input type="checkbox"/> Complaints <input type="checkbox"/> Workforce monitoring data <input type="checkbox"/> External verification <input type="checkbox"/> Other <i>(Please state)</i> <input checked="" type="checkbox"/> None




1.5	<p>Do you (or do you intend to) collect this data (1.4) specifically in relation to any of the following diverse groups?</p> <p>If Yes – tick the boxes of the relevant diverse group</p> <p>If No – continue to 1.6</p>	<p><input type="checkbox"/> Age</p> <p><input type="checkbox"/> Gender/Transgender</p> <p><input type="checkbox"/> Religion & belief</p> <p><input type="checkbox"/> Disability</p> <p><input type="checkbox"/> Race</p> <p><input type="checkbox"/> Sexual orientation</p> <p><input type="checkbox"/> Other (<i>Please state</i>)</p>
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ANALYSING PERFORMANCE DATA – Once the data that is to be used to measure the outcome has been defined, the information that it provides needs to be assessed to identify whether it excludes or disadvantages any diverse groups

1.6	<p>Consider the impact of the strategy, policy, project, contract or decision has already achieved, measured by the monitoring data you collect.</p> <p>Is the same impact being achieved for diverse groups as is being achieved across the whole population or workforce?</p>	<p><input checked="" type="checkbox"/> Yes</p> <p><input type="checkbox"/> No </p> <p><input type="checkbox"/> Not applicable</p> <p><input type="checkbox"/> Insufficient evidence to enable a judgement to be made </p> <p><i>Please state your evidence for this, including full documents titles and dates of publication for audit purposes. Where it has been identified that a different impact has been achieved consider whether this difference is reasonable, or further action is required to address the issue.</i></p>
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1.7	Is the uptake of any services, benefits or opportunities associated with the strategy, policy, project, contract or decision generally representative of diverse groups?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No  <input type="checkbox"/> Insufficient evidence to enable a judgement to be made  <p><i>Please state you evidence for this, including full documents titles and dates of publication for audit purposes. Where it has been identified that the uptake is not representative of the diverse group consider whether this difference is reasonable, or further action is required to address the issue.</i></p>
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CHECKING DELIVERY ARRANGEMENTS – The mechanism used to deliver the strategy, policy, project, contract or decision needs to consider whether it excludes or discriminates against any diverse groups.

1.8	<p>You now need to check the accessibility of your delivery arrangements against the requirements below. Click on the hyperlinks for more detailed guidance about the minimum criteria you should meet.</p> <p><i>If assessing a proposed strategy, policy, project, contract or decision, indicate 'Yes' if you anticipate compliance by launch of implementation.</i></p> <table border="0" data-bbox="224 981 1568 1292"> <thead> <tr> <th></th> <th>Yes</th> <th>No </th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>The premises (see appendix 2) for delivery are accessible to all.</td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td>ICT infrastructure & software (see appendix 3) is accessible to all.</td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td>Consultation & participation (see appendix 4) mechanisms are inclusive of all.</td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td>Public events & meetings avoid conflict with religious events (see appendix 5)</td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </tbody> </table> <p>If you answered 'No' to any of the questions above please explain why, giving details of any legal justification.</p>		Yes	No 	N/A	The premises (see appendix 2) for delivery are accessible to all.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	ICT infrastructure & software (see appendix 3) is accessible to all.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Consultation & participation (see appendix 4) mechanisms are inclusive of all.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Public events & meetings avoid conflict with religious events (see appendix 5)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No 	N/A																		
The premises (see appendix 2) for delivery are accessible to all.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																		
ICT infrastructure & software (see appendix 3) is accessible to all.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																		
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Public events & meetings avoid conflict with religious events (see appendix 5)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																		

CHECKING INFORMATION & COMMUNICATION ARRANGEMENTS – The approach used to communicate the strategy, policy, project, contract or decision needs to consider whether it excludes or discriminates any diverse groups.

1.9 You now need to check the accessibility of your information & communication arrangements against the requirements below. Click on the hyperlinks for more detailed guidance about the minimum criteria you should meet.

If assessing a proposed strategy, policy, project, contract or decision, indicate 'Yes' if you anticipate compliance by launch of implementation.



	Yes	No 	N/A
Images & text (see appendix 6) in documentation are representative & inclusive of all.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Publicity campaigns (see appendix 7) are inclusive of all.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Electronic, web-based & paper information (see appendix 8) is accessible to all.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Customer contact (see appendix 9) mechanisms are access	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you answered 'No' to any of the questions above please explain why, giving details of any legal justification.

FUTURE IMPACT – The future impact of the strategy, policy, project, contract or decision needs to consider whether it excludes or disadvantages any diverse groups.

1.10 Think about what your strategy, policy, project, contract or decision is aiming to achieve over the long term & the ways in which It will seek to do this. In doing so, is it likely to inadvertently exclude or disadvantage any [diverse groups](#) (see appendix 1)?

This is your opportunity to take a step back & consider the practical implementation of your strategy, policy, project, contract or decision in the future. As well as checking that people from diverse groups will not be inadvertently excluded from or disadvantaged by any proposed activities, it is also an opportunity to think about how you can maximise your impact, reach as many people as possible & really make a difference to the lives of everyone in Tendring regardless of their background or circumstances.


No
 Yes 
 Insufficient evidence 

Please state any potential issues identified.

ANALYSIS OF EVIDENCE GATHERED

1.11 If your assessment has highlighted any potential equality issues or red flags, can these be easily addressed?

Yes

No 

N/a

If yes, please describe your proposed action/s, intended impact, monitoring arrangements, implementation date and lead officer:

1.12 Are any issues or red flags highlighted by this assessment **health-related**?
Some equality groups are disproportionately affected by health inequalities. Tendring District Council, Essex County Council and NHS North East Essex are working jointly to address this.

Yes*

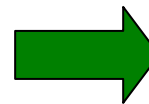
No

N/a

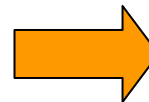
*If Yes, please email this completed assessment to ckitcher@tendringdc.gov.uk

MAKING A JUDGEMENT – CONCLUSIONS AND NEXT STEPS

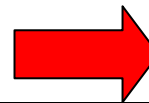
- 1.13
- There are no inequalities identified or none that cannot be easily addressed or legally justified
 - There is insufficient evidence to make a robust judgement
 - Inequalities have been identified which cannot be easily addressed



No further action required - implement any actions identified.



Additional evidence gathering required. Complete Section 2 – Additional Evidence Gathering



Action planning required – complete Section 3 and implement any actions identified.

SECTION 2 – ADDITIONAL EVIDENCE GATHERING

Where the Fast Track Equality Assessment indicated that **complex issues** or **inequalities** were identified which could not be easily addressed, or you had **insufficient evidence** to make a judgement, you need to undertake additional evidence gathering & action planning process. This is described below:

(a) Gather & analyse relevant additional evidence (which may include engagement with diverse groups), to address gaps in your knowledge, enhance understanding of the issues & inform options for addressing these. Additional evidence is likely to include any or all of the following:

Data gathering

- Demographic profiles of Tendring
- Data about the physical environment, e.g. housing market, workforce, employment, education & learning provision, transport, spatial planning & public spaces
- Results of local needs analysis
- Results of staff surveys
- Research reports on the needs/experiences of diverse groups
- National best practice/guidance
- Benchmarking with other organisations

Consultation & involvement

- Existing consultation findings that may provide insight into the issues
- New, specially commissioned engagement with diverse groups
- Expert views of stakeholders/employers organisations representing diverse groups
- Advice from experts or national organisations
- Specialist staff/in-house expertise.



(b) For advice on evidence gathering or engagement with diverse groups please contact your Service Equality Champion. Discuss any proposed consultation with your service champion to ensure it is coordinated with related exercises across the Council as a whole.

(c) Use your evidence gathering, analysis & engagement with diverse groups to develop options for addressing inequalities or unmet need, consulting with relevant management teams/Members/strategic groups/partners where necessary to confirm proposed actions & resource issues.

(d) When options for addressing any issues are agreed, if these cannot be implemented immediately integrate them into the appropriate service plan/strategic plan/multi-agency strategy, so that it is clear how they will be delivered, when they will be delivered, by whom, & how this will be monitored.

(e) Identify how the continuing implementation & impact of the strategy, policy, project, contract or decision on diverse groups in Tendring will be monitored.

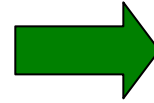
(f) Following completion of the above, please complete the questions 2.1 - 2.6:

ADDITIONAL EVIDENCE GATHERING RESULTS		
2.1	Outline the additional information you have gathered. <i>(Include full document titles and dates of publications for Audit purposes. Where applicable please also state the nature of any issues identified).</i>	See attached list of Consultees who were consulted during the adoption process
2.2	Where consultation has taken place, who did you consult with and how?	See attached list
2.3	Analyse the additional information that has been gathered and whilst considering the questions asked in Section 1 (1.6-1.10) consider whether any of the evidence indicates that the strategy, policy, project, contract or decision is likely to inadvertently exclude or disadvantage any diverse groups (see appendix 1).	<input type="checkbox"/> Yes  <input checked="" type="checkbox"/> No <input type="checkbox"/> N/a Please document the thought process that has been followed in forming the judgement.
2.4	If the additional evidence has highlighted any potential equality issues or red flags, can these be easily addressed?	<input type="checkbox"/> Yes <input type="checkbox"/> No  <input checked="" type="checkbox"/> N/a If yes, please describe your proposed action/s, intended impact, monitoring arrangements, implementation date and lead officer:
2.5	Are any issues or red flags highlighted by the additional evidence gathered health-related ? <i>Some equality groups are disproportionately affected by health inequalities. Tendring District Council, Essex County Council and NHS North East Essex are working jointly to address this.</i>	<input type="checkbox"/> Yes* <input type="checkbox"/> No <input checked="" type="checkbox"/> N/a *If Yes, please email this completed assessment to ckitcher@tendringdc.gov.uk

RE-ASSESSMENT AFTER ADDITIONAL EVIDENCE HAS BEEN COLLECTED AND CONSIDERED

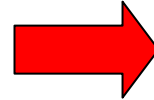
2.6

The additional evidence gathered confirmed that there are no inequalities identified that cannot be easily addressed or legally justified



No further action required - implement any actions identified.

The additional evidence gathered has confirmed that there are Inequalities which cannot be easily addressed



Action planning required – complete Section 3 and implement any actions identified.

SECTION 3 –EQUALITY AND DIVERSITY ACTION PLAN

Detailed below are the proposed action(s) identified to address the inequality identified in the strategy, policy, project, contract or decision.

<u>Details of the inequality identified</u>	<u>Proposed action to address the inequality</u>	<u>What are the cost/resource implications of the proposal</u>	<u>Timescale for implementation</u>	<u>Responsible Officer</u>	<u>Process for monitoring the completion of this action</u>

In order that can access these hyper links unlock the form by clicking of the padlock logo then press Ctrl and a left click on your mouse, you will then be diverted to the intranet page with the related document.

[Appendix 1](#)

[Appendix 2](#)

[Appendix 3](#)

[Appendix 4](#)

[Appendix 5](#)

[Appendix 6](#)

[Appendix 7](#)

[Appendix 8](#)

[Appendix 9](#)

ckitcher@tendringdc.gov.uk

Detailed List of Bodies Consulted during Consultation on the Open Space SPD

Mr. R Cooke	Babergh District Council
Mrs. S. Dawes	
Cllr. C.J Baker	Essex County Council
Cllr. D.C. Robinson	Essex County Council
Mrs. J. Pettitt	Alresford Parish Council
Mrs. J. Turner	Ardleigh Parish Council
Mrs. L. Wisdom	Beaumont Parish Council
Mrs. K Paradise	Great Bentley Parish Council
Mrs. L. Robinson	Little Bentley Parish Council
Ms. M Parkes	Bradfield Parish Council
Mr. J.G. Kingsbury	Brightlingsea Town Council
Mr. K.A. Bromfield	Great Bromley Parish Council
Major (Retd). A.C. Downes	Little Bromley Parish Council
Mrs. A.L. Owens	Little Clacton Parish Council
Mrs. A. Draper	Elmstead Parish Council
Mrs. N. Robinson	Frating Parish Council
Mr. R. Richmond	Frinton & Walton Town Council
Mrs. E. Novorol	Harwich Town Council
Mr. D. Thurlow	Lawford Parish Council
Ms. R. Kenneison	Manningtree Town Council
Mr. J. Brodie	Dream 100 FM
Mr. R.J. Ling	Mistley Parish Council
Miss. J Bootyman	Great Oakley Parish Council
Mrs. P. Vigors	Little Oakley Parish Council
Ms. L. Mixer	Ramsey & Parkeston Parish Council
Mr. R. Squirrel	St Osyth Parish Council
Mrs. L. Balfour	Tendring Parish Council
Mrs. N. Robinson	Thorrington Parish Council
Mr. C.R. Finn	Weeley Parish Council

Mr. N. Bould	Markham Consulting Limited
Mrs. R Raymer	Wix Parish Council
Ms. S. Brown	Wrabness Parish Council
Cllr. D.J. Aldis	Tendring District Council
Cllr. M.J. Bragg	Tendring District Council
Cllr. R.J. Bucke	Tendring District Council
Cllr. S. Candy	Tendring District Council
Cllr. M.A. Cossens	Tendring District Council
Cllr. J. Cripps	Tendring District Council
Mr. J. McDonald	Tetlow King Planning
Cllr. P.G. De-Vaux Balbirnie	Tendring District Council
Cllr. M. Dew	Tendring District Council
Cllr. L.J. Double	Tendring District Council
Cllr. G.L. Downing	Tendring District Council
Cllr. C.W. Griffiths	Tendring District Council
Cllr. S.R. Henderson	Tendring District Council
Cllr. I. Johnson	Tendring District Council
Cllr. J. King	Tendring District Council
Cllr. D.J. Lines	Tendring District Council
Cllr. P.J Oxley	Tendring District Council
Cllr. L. Payne	Tendring District Council
Cllr. J. Powell	Tendring District Council
Cllr. D. Rutson	Tendring District Council
Cllr. C.A. Sambridge	Tendring District Council
Cllr. G.G. Scott	Tendring District Council
Cllr. S.E. Shearing	Tendring District Council
Cllr. H.A. Shearing	Tendring District Council
Cllr. R.G. Smith	Tendring District Council
Cllr. N.R. Stock	Tendring District Council
Cllr. M.J. Talbot	Tendring District Council
Cllr. N.W. Turner	Tendring District Council
Cllr. C.A. Turner	Tendring District Council
Mr. R. Vonk	RSPB Eastern England Region
Mrs. J. Gough	Gough Planning Services

Mr. P Amos	Essex County Council
Mrs. D. Syrett	Colchester Borough Council
Mr. S. Brown	Suffolk Coastal District Council
Mr. R. Weider	Department of Transport
Mr. J. Williamson	Government Office for East of England
Mr. C Gibson	Natural England
Ms. K. Fletcher	English Heritage
Transport 2000	
Mr. G. Langton	Tendring Ramblers Association
Mr. D. Lawrence	David Wilson Homes Eastern
Mr. M. Sharpe	Network Analysis, Network Strategy, National Grid
Mr. J. Thurlow	
Mr. M. Barrell	Environment Agency
Mr. C. Bambury	Highways Agency
	Harwich & Dovercourt Golfclub
Mr. N. Martin	Walton Residents Association
Cllr. P. Honeywood	Tendring District Council
Mr. R. Henderson	RSPB Norwich
Mr. J. Mills	
Mrs. S. Howe	Thorpe-le-Soken Parish Council
Mr. R. Webb	
Mr. R. Flatman	Flatman Irrigation
Ms. L McIver	DPP
Ms. G Goodman	
Mr. S.J. Smith	Smith Stuart Reynolds
Mr. J. Rae	
Mr. and Mrs. R Wright	
Richard Tattersall Chartered Surveyor & Land Management Consultant	
Mr. P.R. Johnson	The Johnson Dennehy Planning Partnership
Development Land and Planning Consultants Ltd	
Mr. A. Fido	Indigo Planning Limited
Mr. Bell	
Ms. A. Kingsbury	
Mrs. C. Thorpe	

Mrs. L. Cummings
Mr. A. Sams
Ms. T. Scanlan
Ms. J. Rowland
Mr. H. Payne
Mr. S. Ivell
Mr. A. Anderson
Ms. L. Weaver
Ms. K. Adderley
Ms. D. Bowyer
Mr. D. Cheeseman
Ms. D.B. England
Mr. M Cross
Mrs. M. Godfrey
Mr. S. Wall
Mr. and Mrs. Twinn
Ms. K. Walker
Mr. H. Siepmann
Mr. B. Bateman
Ms. H Watson
Mr. A. W. Ford
Ms. R. Freeman
Mr. M. Benner
Mr. D.J. Singleton
Mr. P Conway
Mr. D. Cunningham
Network Rail
Cllr. R. Heaney
Cllr. M Page
The Hon. B. Jenkin MP
Mr. D. Carswell MP
Mr. G. Van Orden MEP
Mr. J. Titford MEP
Mr. R. Sturdy MEP

Tetlow King Planning
Alsop Verrill LLP
Pegasus Planning Group
Levvel Consulting Ltd
The British Wind Energy Association
DPDS Consulting Group
Harwich and District Community Association
Girl Guiding Harwich
4th Dovercourt Sea Scouts
United Services Club
Royal British Legion
Royal Mail Group C/o Atisreal
Civil Aviation Authority
Stour Sailing Club
RSPB Eastern England Office
The Theatres Trust
Campaign for Real Ale Limited
Property -Ward
Tendring District Council
Essex County Council

Mr. A. Duff MEP	
Mr. J. Packman	Ratleys Planning Consultants
Mr. Bartlett	Chester Chalets Ltd.
Mr. J. Walsh	Capita Percy Thomas
Mrs. S Walton	
F Pinhey	
T Walton	
R Carter	
Mr. N Walshaw	
Ms. L.J Thompson	Bucbricks Company Limited
Ms. S. Collins	The JTS Partnership
Mr. J Wood	The Stour Youth Sailing Trust
Mr. O De'Ath	Delta Design Systems Ltd
Mr. C Turner	IWA - The Inland Waterways Association
Mr. P Elliott	
Mr. J.M. Daldry	The John Daldry Partnership
Mr. M. Cater	Malcolm Cater Associates
Ms. B. Donnelly	Bidwells
Mr. C. Weston	Reads Property Developments
Mr. J. Colthorpe	
Mr. Knights	
Ms. L. Kelly	Development Planning Partnership
Mr. C Shah	Lidl Food Stores
Mr. and Mrs. R. Charlmers	
Mr. C Carle	Property Investments UK Ltd
Mr. C Canham	
Ms. C Wilson	Mono Consultants Ltd
Mr. J Ford	John Ford Associates
Derek Scott Planning and Development Consultant	
Drivers Jonas	
Ms. D. Bowyer	DPDS Consulting Group
Mr. G. Terry	
Ms. S. Lapsley	Hallam Land Management
Mr. K Kaura	

Ms. S Sapsford	Rural Community Council of Essex
Mr. J Williamson	Government Office for the East of England
Mr. P Unsworth	Tendring Primary Care Trust (PCT)
Mr. M Henderson	Tendring Hundred Water Services
Age Concern Essex	
CABE	
Commission for Racial Equality	
Disability Rights Commission	
Ms. J Meredith	Stour & Orwell Estuary Friends of the Earth
Ms. L Butcher	Essex Wildlife Trust
Learning and Skills Council	
Mr. D Tatum	Harwich International Port Limited
Mr. M Parker	Mistley Quay and Forwarding
Mr. R Warren	Sport England
Mr. P Cronk	Home Builders Federation
Women's National Commission	
Mr. D Hallet	Berkley Strategic
East of England Development Agency	
Mr. R Thear	
Mrs. R Sharpe	
Mrs. S Mills	
Mrs. J Russell	
Mr. M Harrison	
Ms. L Henderson	
Mr. I Anderson	Iceni Projects Limited
Ms. F. Wye	Tribal MJP
Ms. N Bickerstaff	Strutt & Parker
Mr. Ling	Colbayns High School
Mr. P Feasey	Signpost Tendring
Mr. N Lodge	Colne Community School
Mr. T Taber	Federation of Small Businesses
Mr. S Bracewell	Harwich Haven Authority
Mr. S Bradshaw	Colchester United Community Sports Trust
Mr. S Hammond	Estuary Housing Association

Mr. A Moore	County Linen
Mr. G Ridsdale	DFDS Transport
Mr. P Thornton	Arts Council England East
Ms. J Ruggles	Princes Trust
Mrs. M R Butcher	Tendring Access Group
Mr. D Joyce	Sato UK
Mr. A Nightingale	Essex University
Catalyst Charity	
Ms. L Warren	Essex Community Foundation
Nextstep	
Mr. P Cooper	Foundry Court Day Centre
Clacton County High School	
NACRO	
Ms. L Starras	Tendring Community Development Project
Ms. M Hill	Essex Youth service
Ms. Rutter	Co-op Bereavement Society
Ms. S Dobbin	Landscape+Arts Network Services
Mr. G Parmenter	Primary Care Trust
Mr. S Robinson	Essex Police - Clacton.
Mr. I Ferguson	Essex Chambers
Mr. M Bingham	Go East
Ms. P Adams	Essex Fire
Ms. L Martlew	Est Connexions
Mr. R Morton	Haven-Gateway
Mr. T Compton	Job Centre Plus, Clacton
Mr. D Wray	Interact, Clacton Office
Ms. T Eagles	Creative Partnerships
Ms. C Haynes	Tendring Technology College
Mr. D Sinclair	Help the Aged
Ms. J Albone	Tendring Home Improvement Agency
Mr. M. Hammond	Andrew James Architectural and Construction Services
Mr. M Cable	North Essex PCT
Mr. D Casey	Local Groups in Jaywick
Mr. N Williams	Inspiring Partnerships (UK) Ltd

Ms. M Pape	Mid Tendring Local Delivery Group
Ms. S Alexander	Tendring Community Voluntary Services
Mr. Stubbings	AWG Property Limited
Mr. WHC Walker	
Ms. A Amstutz	North East Essex Primary Care Trust
Mr. M Whitehead	Bloor Homes, Head Office.
Mr. and Mrs. Pullen	
Birch/ McDonald	Notcutts Limited
Mr. C E Harrison	Frinton Residents Association
Ms. J Hamblin	Local History Recorder
Mr. R. Moulton	
Mr. J Hayter	Essex Police, Clacton.
K Matthews	First Plan
Mr. M Robeson	Martin Robeson Planning Practice
Mr. P Hales	Paul Hales Associates
Mrs. A Booth	
Ms. A Kittle	Smart Planning Ltd
Peacock and Smith on behalf of Wm. Morrison Supermarkets Plc	
Mr. A Hawkins	Bell Cornwell
Mrs. M Pervis	
Mr. K Morss	Essex County Council Schools Children and Families Directorial
Mr. P Howe	
Mr. P Orrock	Mineral Services Ltd
Cllr. J Hughes	Tendring District Council
Cllr. B Whitson	Tendring District Council
Cllr. M Patten	Tendring District Council
Cllr. V Chapman	Tendring District Council
Cllr. A Goggin	Tendring District Council
Cllr. G Steady	Tendring District Council
Cllr. G F Watling	Tendring District Council
Cllr. K Watson	Tendring District Council
Cllr. T Ferguson	Tendring District Council
Cllr. L McWilliams	Tendring District Council
Cllr. A Hockridge	Tendring District Council

Cllr. G Calver	Tendring District Council
Cllr. D McLeod	Tendring District Council
Cllr. R Callender	Tendring District Council
Cllr. J Broderick	Tendring District Council
Cllr. V Guglielmi	Tendring District Council
Cllr. M Skeels	Tendring District Council
Cllr. C Guglielmi	Tendring District Council
Cllr. M Mitchell	Tendring District Council
Cllr. S Honeywood	Tendring District Council
Cllr. J A Brown	Tendring District Council
Cllr. S Mayzes	Tendring District Council
Cllr. D Mayzes	Tendring District Council
Cllr. K King	Tendring District Council
Cllr. P Halliday	Tendring District Council
Cllr. I Beckett	Tendring District Council
Cllr. T Fawcett	Tendring District Council
Cllr. R Walker	Tendring District Council
Cllr. D Oxley	Tendring District Council
Cllr. P S Scott	Tendring District Council
Mr. S Wilcox	
Ms. K Wels	North East Essex PCT
Mr. G Parsons	Anglian Water Services Limited
Mr. and Mrs. P.G. Philips	
Mr. S Glausius	
Mr. N Groves	Boyer Planning
Boyer Planning	
Ms. K Jennings	Whirledge and Nott
Ms. L Robinson	FOA Rachel Collins Suffolk County Council