

# Equality Impact Assessment

This **online** equality impact assessment should:

An equality impact assessment should take place when considering doing something in a new way. Please submit your completed EIA as an appendix to your committee report. Please remember that this will be a public document – do not use jargon or abbreviations.

**Service**

**Title of policy, service, function, project or strategy**

**Type of policy, service, function, project or strategy:** Existing  New/Proposed

**Lead Officer**

**People involved with completing the EIA**

**Step 1.1: Make sure you have clear aims and objectives**

Q1. What is the aim of your policy, service, function, project or strategy?

The need for new housing, employment, community facilities and other development that is needed to ensure that future generations have places to live and work within the district have never been greater. As society continues to evolve, with people living longer and living in their own homes for longer, and younger people choosing to live on their own more the need for new housing to meet all peoples aspirations has only grown stronger.

The draft Development Plan Documents will seek to achieve the following aims and objectives:

1. Identify how development needs will be met within the district in relation to housing, employment, retail and leisure matters and identify land which should be protected for it's environmental, economic and community value.
2. Update a series of planning policies on specific topic areas which will assist the council in determining future planning applications.

The local plan will be prepared by using a range of evidence and prepared in accordance with national planning policy, in particular the National Planning Policy Framework.

Q2.

Who is intended to benefit? Who will it have a detrimental effect on and how?

Ideally, a well prepared balanced plan will achieve the best outcomes possible for the local community and local businesses. However, development is an emotive subject because it has a physical impact on where people live and work. It is therefore likely that those living and working the closest to any of the development locations identified in the plan may well feel that they have been unfairly harmed by it.

Landowners, where sites are identified, will benefit disproportionately from the plan due to the uplift in land values that a planning designation can bring about. In order to ensure the benefits of such proposals are more widely spread, contributions towards infrastructure from developers may be sought. This should assist in alleviating some of the harm caused to nearby residents and businesses.

The New Local Plan will help to deliver the spatial elements of other strategies and policies that the Council has, or is in the process of preparing. The New Local Plan will also help deliver spatial

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elements of other strategies and policies prepared by other organisations and partnerships working with the community of the Lancaster District.

## Step 1.2: Collecting your information

Q3. Using existing data (if available) and thinking about each group below, does, or could, the policy, service, function, project or strategy have a negative impact on the groups below?

Group	Negative	Positive/No Impact	Unclear
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Faith, religion or belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gender including marriage, pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation including civic partnerships	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other socially excluded groups such as carers, areas of deprivation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Rural communities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

## Step 1.3 – Is there a need to consult!

Q4. Who have you consulted with? If you haven't consulted yet please list who you are going to consult with? Please give examples of how you have or are going to consult with specific groups of communities

Extensive consultation has been carried out as part of the plan making process. The most recent consultation took place over a two month period: from 27 January 2017 until 24 March 2017. More than 1500 people attended 15 events held across the district (4 of these were in the south Lancaster area). Previous local plan consultations, in summer 2014 and autumn 2015 had identified south Lancaster as an area for potential significant growth and development. Examples of consultation with specific groups include children and young people, parish councils and residents groups. An equality monitoring form has been used to collect information when consultees make responses in order to assess whether the community engagement processes are reaching all sectors of the community, the 2017 consultation information is currently being processed.

## Step 1.4 – Assessing the impact

Q5. Using the existing data and the assessment in questions 3 what does it tell you, is there an impact on some groups in the community?

**Age:** The district has an ageing population, with the 65 years plus age group forecast to grow by 62% and the 86 years plus age by 138% in the period 2008 to 2033. The draft Local Plan policies consider the needs of older people, for example the policy on accommodation for vulnerable communities looks to support proposals for new accommodation to be situated in accessible locations close to existing services including healthcare facilities, public transport routes and shops and other services in order that residents can live as independently as possible. The public realm and civic space policy encourages that provision should also be made for communal open space in order to promote health and wellbeing of residents. Transport policies seek to ensure improvements to public transport and interchange facilities to benefit this group, and the town

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centres policies which protect shops and services close to homes will be beneficial in terms of ensuring easy access to shopping and other facilities, particularly to meet day to day needs, as well as cultural and entertainment facilities locally. Younger people are more likely to walk, cycle or use buses than other groups, so transport policies which encourage these forms of sustainable transport are considered to particularly benefit this group. Employment and skills policies are considered to be beneficial for younger people wishing to enter the workforce. Employment policies encourage modern methods of working such as co-working and flexible workspace which are likely to be more attractive to the younger generation

**Disability:** In terms of disability a number of policies are considered to have positive impacts. For example the Council will ensure that new development is proposed in locations that are sustainable and accessible and well-connected to existing services. Developments should have access to a wide range of sustainable transport methods without being limited to the use of private cars to access the site (see enhancing accessibility and transport linkage policy). Policy on Housing Standards requires at least 10% of new housing to meet Building Regulation M4(2), which seeks to make housing accessible and adaptable which enables people including those with disabilities to remain in their own homes. The Council will seek to ensure that all new developments are fully accessible to all members of the community and therefore compliant with the most relevant and up-to-date legislation. This is particularly important for public buildings and those that would generate significant footfall.

**Faith, Religion or Belief:** Lancaster's percentage of residents who claim no religion is second highest among authorities in Lancashire, while the Muslim population of 1.3% is well below the 6.6% average for Lancashire. Policies of the local plan including key design of development, development in green belt, climate change, town centres, housing, employment and local economy and transport are considered to have a neutral impact on religious or faith groups.

**Gender including Marriage, Pregnancy and Maternity:** The LGBT group Out in the Bay suggest that Lancaster could have the second-highest LGBT population in Lancashire (second to Blackpool), along with a 3% transgender population. Women generally have lower levels of access to private cars than men and are more likely to travel by public transport, particularly buses, to access local services. Women may also be pregnant and/or accompanied by children, perhaps in buggies. For these groups as a whole, some policies within the Local Plan are considered to have a positive impact, for example promoting a safe pedestrian network within the district. A safe network means safety from other road users such as cars, vans, HGVs, buses and cyclists. Management of other road users including speed restrictions, sufficient widths, and segregation where appropriate and well designed and positioned crossing facilities can reduce conflicts between users. Well- designed pathways, natural surveillance, appropriate levels of lighting, CCTV and good levels of maintenance can improve actual and perceived security.

**Gender Reassignment:** Research conducted by the Press for Change group suggests that there is 'no publicly available statistical data on which to make firm estimates'. The Equality and Human Rights Commission (EHRC) also produced a report detailing the difficulties in gathering equality data on this characteristic, along with best practice and areas to consider.

**Race:** The Lancaster district has a high proportion of White British residents: 91.5% compared to 79.8% in England. This represents an increase in ethnic diversity though as the corresponding figure in 2001 was 95.8%. Hate crime recorded by the police in England and Wales increased by over 6% from 2011/12 to 2013/14, of which 84% were race, 0% were sexual orientation, 5% were religion, 4% were disability and 1% were transgender. The policies within the Local Plan generally encourage equality and inclusivity and are not considered to have any negative impacts on the LBGT group. For example well designed pathways, natural surveillance, appropriate levels of lighting, CCTV and good levels of maintenance can improve actual and perceived security. There are currently over 19 Gypsy and Traveller sites in the district and policies in the Local Plan support

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proposals that would create new Gypsy and Traveller and Travelling Showpeople sites provided that there is an evidenced need.

**Sexual Orientation including Civic Partnership:** The 2011 Census did not have a specific question regarding sexual orientation. Estimates of the prevalence and incidence of transgender people are difficult to quantify due to the lack of robust national data.

**Rural Communities:** The evidence in relation to rural communities suggest that, in general, house prices in these areas are higher than the district average, that job opportunities are fewer than average and are often for low-skilled work, that services including buses, health provision, shops and libraries are under threat of closure or service reduction. There are unmet needs for affordable housing both in rural communities and on low incomes. The DPDs will seek to address such inequalities where it is possible to do so. Whilst there will be challenges to achieving this, whether through development viability or through direction of national planning policy, the DPDs will set a positive and proactive course in the attempt to meet such needs. Although rural communities and people on low incomes are not protected groups, the public consultation process is designed to engage with rural residents and other stakeholders, and take account of their comments and feedback in developing the final draft. The Local Plan policy will encourage the enhancement of the delivery of Starter Homes and Affordable Housing and the telecommunications and broadband improvement policy will support the improvement and extension of telecommunication and broadband coverage and broadband speeds, particularly in rural areas which have poor or no service provision at all. The Local Plan seeks to direct some new development to sustainable villages in rural areas which helps to maintain vitality and indirectly protect services such as schools and transport services.

## Step 1.5 – What are the differences?

Q6. If you are either directly or indirectly discriminating, how are you going to change this or mitigate the negative impact?

To mitigate against any potential negatives a key recommendation is that equality impact assessments should be carried out at a localised/project delivery level. Efforts should be made to work with developers/organisations on this to ensure this process occurs and also to encourage this as a condition through proposals and planning applications.

Q7.  
Do

you need any more information/evidence eg statistic, consultation. If so how do you plan to address this?

Extensive consultation has been carried out as part of the plan making process. The approach has been consistent with proposals set out in the Statement of Community Involvement and has adhered to requirements set out in Town and County Planning and Compulsory Purchase Act 2004 and The Town and Country Planning (Local Planning) (England) Regulations 2012. An equality monitoring form has been used to collect information when consultees make responses order to assess whether the community engagement process are reaching all sectors of the community, the 2017 consultation information is currently being processed.

## Step 1.6 – Make a recommendation based on steps 1.1 to 1.5

Q8. If you are in a position to make a recommendation to change or introduce the policy, service, function, project or strategy, clearly show how it was decided on.

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Q9. If you are not in a position to go ahead, what actions are you going to take?

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Officers will be considering the responses to the consultation during 2017, this consideration will shape the version of the plan that will be brought back to full council, potentially around the end of 2017. It is anticipated that the Chief Officer (Regeneration and Planning) will at that point recommend to council that it publishes a Local Plan for Lancaster District, for a period of six weeks, and then submits the plan, and the comments received in that six week period, to the Secretary of State for Examination.

Q10. How do you plan to monitor the impact and effectiveness of this change or decision?

Once adopted, the Lancaster District Local Plan documents will be subject to formal monitoring and review. When a further review of the Local Plan takes place, it would be appropriate to carry out an Equality Impact Assessment, to assess any policy changes and their effects. The use of Equality Impact Assessments carried out at a project/planning application level locally. These could be monitored on a two yearly basis; due to the 15-20 year life span of the Local Plan document.