

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

The Local Plan for Lancaster District for the period up to the early 2030s: Comprised of Strategic Policies & Land Allocations Development Plan Document (DPD) and the Development Management (Review) Development Plan Document (DPD).

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 everyone's aspirations has only grown stronger. The objective is to undertake public consultation on the Draft Development Plan Documents (DPDs). When adopted, the two DPDs will form part of the City Council's Local Plan. The 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 its 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 is 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 or 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

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Local Plan will also help deliver spatial 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 checked="" type="checkbox"/>	<input type="checkbox"/>
Gender including marriage, pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation including civic partnerships	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other socially excluded groups such as carers, areas of deprivation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Rural communities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Step 1.3 – Now you 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 over a number of years. The 'Preferred Options' stage, consultation on the Strategic Policies & Land Allocations Development Plan Document (DPD) and the Development Management DPD took place between 27 January 2017 and 24 March 2017. Consultation was undertaken in accordance with the Council's Statement of Community Involvement (2011) and in line with regulations of the Town and Country Planning (Local Planning) (England) Regulations 2012. These regulations require the Council to produce a statement (the 'Consultation Statement') setting out the consultation undertaken on the DPDs at the Pre-Submission stage, a summary of the main issues raised and to detail the Council's response to comments made. An equality monitoring form has been used to collect information when consultees make responses in order to assess whether the community engagement process are reaching all sectors of the community. The use of Equality Impact Assessments will be carried out at the forthcoming public consultation process

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 DM8: Accommodation for Older People and 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. Policy DM26: Public Realm and Civic Space encourages that provision should also be made for communal open space in order

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to promote health and wellbeing of residents. Transport Policies (DM59 to DM63) seek to ensure improvements to public transport and interchange facilities to benefit this group, and the Town Centres Policies (DM16 to DM21) 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 and cycle than other groups, so transport policies which encourage these forms of sustainable transport are considered to particularly benefit this group. Employment and skills considered to be beneficial for younger people wishing to enter the workforce. Policy DM28: Employment and Skills Plans 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 DM59: Enhancing Accessibility and Transport Linkage Policy). Policy on Housing Standards requires at least 20% of new housing to meet Building Regulation M4(2), on schemes of 11+ new homes 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. DM25: The Evening and Night-time Economy Policy focuses on public safety.

Gender Reassignment: The Local Plan has a very limited role in the context of gender reassignment

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

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example well designed pathways, natural surveillance, appropriate levels of lighting, CCTV and good levels of maintenance can improve actual and perceived security, for example see DM29: Key Design Principals. There are currently over 20 Gypsy and Traveller sites in the district and policies in the Local Plan such as DM9: Accommodation for Gypsies and Travellers, and Travelling Show People support proposals that would create new Gypsy and Traveller and Travelling Showpeople sites helping to meet an evidenced need, (Policy SP6: The Delivery of New Homes)

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 DPD 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 will encourage the enhancement of the Delivery Affordable Housing, (Policy DM3) and Policy DM58: Telecommunications and Broadband Improvement 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?

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.

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.

Once adopted, the final DPDs will be subject to formal monitoring and review, as set out in the document. When a further review of the Local Plan for Lancaster District takes place, it would be appropriate to carry out an Equality Impact Assessment, to assess any policies changes and their effects. The use of Equality Impact Assessments carried out at a

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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.

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

N/A

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

See Q8 answer

Step 1.7 – Publish your results

This EIA has been approved by:

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Date

07/12/2017