

Lancaster City Council's Equality Impact Assessment Guidance and Form

An equality impact assessment is a way of understanding the impact that a new way of doing things might have on members of our community, in particular people from protected groups. This could be a new service, practice, policy, strategy, project or decision.

Protected groups include age, disability, faith, religion or belief, gender (including marriage, pregnancy and maternity), gender reassignment, race and sexual orientation (including Civil Partnership). The impact on rural communities and people on low incomes must also to be considered.

Section 1: Details

Service	Regeneration & Planning
Title and brief description (if required)	The Lancaster District Local Plan proposed by Lancaster City Council for the period up to the early 2030s. 1. Strategic Policies & Land Allocations Development Plan Document (DPD) 2. Development Management Development Plan Document (DPD)
New or existing	1. New policy document - Strategic Policies & Land Allocations Development Plan Document (DPD) 2. Existing policy document - Development Management Development Plan Document (DPD)
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Does this affect staff, customers or other members of the public?

Yes

Section 2: Summary

What is the purpose, aims and objectives?

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

Who is intended to benefit 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 elements of other strategies and policies prepared by other organisations and partnerships working with the community of the Lancaster District.

Section 3: Assessing impact

Is there any potential or evidence that this will or could:		
• Affect people from any protected group differently to others?	Yes	No
• Discriminate unlawfully against any protected group?	Yes	No
• Affect the relations between protected groups and others?	Yes	No
• Encourage protected groups to participate in activities if participation is disproportionately low (won't always be applicable)?	Yes	No
• Prevent the council from achieving the aims of its' Equality and Diversity Policy?	Yes	No

If yes, please provide more detail of potential impact and evidence including:

- A brief description of what information you have and from where e.g. getting to know our communities data, service use monitoring, views of those affected i.e. discussions or consultation results?
- What does this tell you i.e. negative or positive affect?

Age including older and	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.
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<p>younger people and children</p>	<p>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.</p> <p>Transport policies seek to ensure improvements to public transport and interchange facilities to benefit this group, and the town 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.</p> <p>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.</p>
<p>Disability</p>	<p>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).</p> <p>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.</p> <p>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.</p>
<p>Faith, religion or belief</p>	<p>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</p> <p>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.</p>
<p>Gender including marriage,</p>	<p>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.</p>

<p>pregnancy and maternity</p>	<p>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.</p> <p>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.</p>
<p>Gender reassignment</p>	
<p>Race</p>	<p>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%.</p> <p>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.</p> <p>The policies within the Local Plan generally encourage equality and inclusivity and are not considered to have any negative impacts on the LGBT group. For example well designed pathways, natural surveillance, appropriate levels of lighting, CCTV and good levels of maintenance can improve actual and perceived security.</p> <p>There are currently over 19 Gypsy and Traveller sites in the district and policies in the Local Plan support proposals that would create new Gypsy and Traveller and Travelling Showpeople sites provided that there is an evidenced need.</p>
<p>Sexual orientation Including Civic Partnership</p>	<p>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.</p>

<p>Rural communities and People on Low Incomes</p>	<p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p>
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Section 4: Next steps

Do you need any more information/evidence eg statistics, 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 use of Equality Impact Assessments will be carried out at the forth coming public consultation process

How have you taken/will you take the potential impact and evidence into account?

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.

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

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 Lancaster District Local Plan 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 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.

Thank you for completing this equality impact assessment form, please submit your completed form as an appendix to your committee reports for monitoring and publishing purposes to ['report clearance'](#) (please refer to report writing guidance).