

## **Equalities Impact Assessment – Hambleton Local Plan Publication Draft**

### **Introduction**

The Council believes that equality of opportunity should be placed at the heart of its service provision. The purpose of the Equality Impact Assessment is to analyse the likely impact of the Hambleton Local Plan on different groups of people in the community and how the needs of such groups have been taken into account in relation to the development of the Local Plan, so that the Council is aware of and considers the needs of *all* its residents, when developing policies and proposals for the future development of the District. It involves using equality information, and the results of engagement with protected groups and others, to understand the effect or potential effect of emerging policies to consider whether there will be unintended consequences for some groups, and whether the policy will be fully effective for all target groups.

### **The Equality Act 2010 and the Public Sector Equality Duty**

The Equality Act 2010 requires the Council to have due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The Equality Act 2010 protects people on the basis of nine ‘protected characteristics’ which are:

- age;
- disability;
- gender reassignment;
- pregnancy and maternity;
- race;
- religion or belief;
- sex (gender);
- sexual orientation;
- marriage & civil partnerships

Authorities must publish information to demonstrate their compliance, carrying out an equality impact assessment can help the council make sure that it is meeting the Public Sector Equality Duty, and documenting this work can help demonstrate compliance with the legislation.

### **Local Plans**

The Planning and Compulsory Purchase Act (2004) requires local planning authorities to produce a development plan for their area. Once adopted, the new Hambleton Local Plan will become the development plan for the district to be used to help determine planning applications.

The plan needs to reflect the views and aspirations of local communities across the Hambleton (both residential and business). However, it also has to adhere to legislative requirements and it must conform to national planning policy and guidance. In addition, the council has a legal duty-to-cooperate on addressing strategic cross boundary issues with a range of public bodies, including adjoining councils and national bodies, such as the Environment Agency.

The process that local authorities must follow when drawing up local plans is set out in the Town and Country Planning (Local Planning) (England) Regulations 2012. These regulations require the council to carry out engagement with local communities and those who would be affected by the local plan, during the preparation of the plan (Regulation 18). The council must also enable formal representations to be made on the content of the plan, which are then considered as part of the independent examination process (Regulations 19 and 20).

### **Hambleton Local Plan: Publication Draft**

The local plan sets out how much land should be provided for the development of new homes and employment in the district during the plan period from 2014 to 2035. The plan allocates individual pieces of land for future development that will deliver the required development. In addition the plan identifies improvements to infrastructure, services and facilities that are required to support new development, for example, schools and open space, as well as planning for their delivery. The plan also includes policies to protect and enhance the district's high quality natural and built environment and help the council determine planning applications.

The Publication Draft is the version of the plan that the council proposes to submit to the Secretary of State for independent examination. The plan has been drawn up taking account of the comments received during the consultation stages. Full details of the methods used during the consultation stages, the issues raised in comments made and the council's response are detailed in the Hambleton Local Plan Consultation Statement,

Throughout the Local Plan process, the council has engaged with the full range of consultees identified in the Statement of Community Involvement (SCI) and applied the various consultation methods as required to ensure that all sectors of the community engage in the plan making process to ensure that the plan reflects the needs of the district.

### **Equality Impact Assessment Report**

An EIA summary sheet and full assessment below: have been completed for the policies and proposals included in the Local Plan following the Council's Corporate format, due to the scale and nature of the Local Plan, a full assessment has been completed, compromising a thorough analysis to eliminate perceived or actual negative equality impact.

If any group is identified as likely to receive a less favourable outcome as a result of any new Council decision, however unintentional, the Council is legally obliged to take reasonable action to rectify this.

## EIA Summary

To be completed for ALL assessments Stage 1 and Stage 2.

Policy Name	Hambleton Local Plan - Publication Draft
<b>Relevance</b> <i>Summary - of Stage 1- Screening</i>	<p>Publication is a key stage in preparation of the Local Plan. The Local Plan sets out the Council development policies and proposals up to 2035.</p> <p>At the Publication stage the Local Plan will go out for a statutory representations period of at least six weeks.</p> <p>The Local Plan will be used to assist in the determination of planning applications in the future and therefore will impact on anyone involved in this process.</p> <p>Allocation of land for development in the Local Plan will inevitably benefit some landowners/businesses and developers. The Local Plan will also benefit communities by contributing towards future sustainability and vibrancy of the district's market towns and rural communities.</p> <p>Overall the Local Plan should have a positive impact. It will bring more housing (including affordable and specialist housing), economic growth (providing more jobs), improve local facilities and services, promote social inclusion, as well as enhancing the natural environment and ensuring that Hambleton remains a special place to live, work and invest.</p>
<b>Likely impact</b> <i>Please summarise your conclusions on the proposal's likely impact –negative, positive, or neutral. Please also include a brief explanation of how the proposal was assessed?</i>	The Local Plan is likely to have a positive overall impact through the provision of new homes, new jobs, new/ improved community facilities and services and enhancement of the natural and built environment which will be accessible to all the community.

<b>Positive or Neutral Impact :</b> <i>If you consider the outcome of this matter will have a Positive or Neutral impact, no further action is required at this time.</i>	See above. No action required
<b>Negative Impact :</b> <b>Proceed to EIA Stage 2</b> <i>List the actions that you intend to take to prevent or limit any potential adverse or negative effects on different community groups.</i>	
<b>Monitoring</b> <i>Please summarise the action you intend to take to monitor the actual impact of the policy.</i>	The Local Plan includes a monitoring section which identifies key indicators against which its policies and proposals will be monitored. The Plan, once adopted, will be subject to a statutory requirement to be reviewed every five years.
<b>EIA Completed by</b>	<b>James Campbell</b> <small>PRINT NAME CLEARLY</small>
<b>SERVICE MANAGER</b>	<b>Planning Policy Manager</b> <hr/> <small>PLEASE PRINT CLEARLY</small>
<b>Date</b>	08 /04/2019
<b>EIA Approved by</b>	<b>Helen Kemp</b> <hr/> <small>PRINT NAME CLEARLY</small>
<b>SERVICE DIRECTOR</b>	<b>Helen Kemp</b> <hr/> <small>PLEASE PRINT CLEARLY</small>
<b>Date</b>	08 /04 /2019

## EIA Stage 2 – Full assessment

Keep all versions of your EIA. An EIA should be finalised once a final decision is taken.

Guidance Notes	EIA Stage 2 – Full assessment
	<p><b>2.1 Title of product, project or policy</b></p> <p>Hambleton Local Plan- Publication Draft</p>
<i>What are the aims of the policy? What is it designed to achieve? Why is it needed? What outcomes are expected? Who are the main beneficiaries? How will outcomes be measured? What are the risks, and do any of them relate to the Council's objective to promote equality?</i>	<p><b>2.2 Description of product, project, or policy</b></p> <p>This is a key stage in the preparation of the Local Plan. The document sets out the Council's policies and proposals that will guide development up to 2035. It will be used to assist in the determination of planning applications in the future and will benefit stakeholders involved in this process by bringing more certainty.</p> <p>The Local Plan benefits some landowners and developers whose land/property is allocated for development purposes. The Local Plan will also bring wider benefits to Hambleton's residents by contributing towards future sustainability and vibrancy of the District's market towns and rural communities.</p> <p>It will contribute positively to the health and well-being of residents through the provision of new homes, new jobs, new/ improved community facilities and services and enhancement of the natural and built environment which will be accessible to all the community.</p> <p>The Plan makes provision to meet the housing needs of particular groups e.g. older people, people with disabilities, households on lower incomes and the gypsy, traveller and travelling showpeople communities. Through its policies it promotes equality and social inclusion, seeks to provide a mix of market housing that better meets the needs of Hambleton residents and seeks to increase the supply of affordable housing to assist those who cannot otherwise access the housing market.</p> <p>There are risks in that the provision of affordable housing is largely predicated on delivery through planning gain and there may be issues regarding viability which prevent the affordable housing target being met on some sites. However, to mitigate this, a viability appraisal of the whole Plan has been commissioned which confirms that the targets are achievable. Applying</p>

Guidance Notes	EIA Stage 2 – Full assessment
	<p>national planning policy, which prevents affordable housing being sought from site of 9 or fewer homes, will impact negatively on the number of affordable homes that can be delivered to some extent in market towns but this will be offset in part by the allocation of sites for housing in some areas that designated rural areas where lower affordable housing thresholds can be set.</p>
<p><i>Could the proposed policy affect different groups in society differently?</i></p> <p><i>Will the policy or its implementation break the law or have the potential to break the law?</i></p> <p><i>Is there a public concern (in the media etc) that this function or policy is discriminatory?</i></p> <p><i>What do stakeholders think?</i></p> <p><i>What does available data, information, research, or consultation responses reveal about the likely impact of the policy?</i></p>	<p><b>2.3 Is there any evidence to suggest that this could affect some groups of people differently? Is there an adverse impact? What are the reasons for this adverse impact?</b></p> <p>The Local Plan will impact differently on different groups, but this impact will generally be positive. For example by promoting proportionally more smaller market homes and more housing for older people the Plan will help young people, couples and singles to access the housing market and increase the housing choices of an increasingly ageing population.</p> <p>This policy approach reflects the views of many stakeholders, including the public who express views during earlier consultation stages that there is a need for more smaller market homes to encourage young people and small families to remain in the district and to provide more housing options for older people.</p> <p>Existing data from the 2011 Census and the Council's commissioned Strategic Housing Market Assessment and the more recent Housing and Economic Development Needs Assessment, would suggest that this is a justified policy approach which should have a positive impact on the lives of Hambleton's residents. The approach also accords with the objectives of the wider York, North Yorkshire and East Riding Housing Strategy of which Hambleton is a signatory.</p>
<p><i>Will it promote equality?</i></p> <p><i>Cite the evidence to support your conclusion</i></p>	<p><b>2.4 Will the proposed policy have a positive or negative effect on our objective to promote equality of opportunity? Will it help eliminate discrimination in any way, or encourage or hinder community relations?</b></p>

<b>Guidance Notes</b>	<b>EIA Stage 2 – Full assessment</b>
	<p>The Plan will have a positive effect on the Council's objective to promote equality of opportunity for the reasons set out in 2.2 above.</p>
<p><i>How was this EIA completed?</i></p> <p><i>How did you engage or involve stakeholders like the staff diversity networks?</i></p>	<p><b>2.5 Include a brief explanation of how this policy was assessed, and for major proposals include details of the consultation methods used.</b></p> <p>This EIA has been completed with full consideration of the policies and proposals that are to be included in the Local Plan.</p> <p>The Plan itself has been developed following two rounds of public consultation; an initial Issues and Options Consultation in January 2016 followed by Preferred Options consultation in October 2016. As part of this consultation summary information and links to relevant documents, including the evidence base, was provided on the Council's website. Leaflets outlining the purpose of the consultation and explaining how stakeholders could engage have also been placed in public buildings and notices sent to parish and town councils to publicise the consultation and events more locally. Printed copy reference documents have been made available in all local libraries and press releases issued to publicise the respective stages of consultation.</p> <p>Documents have been written in plain English in an accessible format and have been made available on-line and in printed document form. Public exhibitions, market stalls and meetings with parish and town councils formed a key part of the consultation.</p> <p>Under-represented groups such as older people and Gypsies and Travellers; and organisations and agencies who act on their behalf were invited to engage at each stage of the process. Planning Policy staff attended a meeting with the Council's Older People's Group to discuss the Plan at the Issues and Options stage and invited them to shape policy making. The emerging policies have been discussed with housing associations at Housing Development Forum meetings, with agents and developers at Agent Forum meetings and at the sub regional Gypsy and Traveller Steering Group which includes a representative from Horton Housing, the organisation that provides support</p>

Guidance Notes	EIA Stage 2 – Full assessment
	<p>and advice for Travellers in the Hambleton area.</p> <p>Interviewing/ surveying the Gypsy and Traveller community was a fundamental part of the Gypsy and Traveller Accommodation Assessment work, which in turn has informed this aspect of the Council's local plan policy development.</p>
	<p><b>2.6 If the proposed policy/proposal/project does have an adverse impact? Can that impact be justified?</b></p> <p>Overall the impact of the Local Plan is positive.</p>
<i>What measures do you intend to take mitigate any negative or adverse impact on particular groups?</i>	<p><b>2.7 If the impact cannot be justified, how do you intend to deal with it?</b></p> <p>Not applicable</p>
<i>Indicate how you intend to evaluate the successful implementation of the proposal? How will this evaluation assess impact on equality?</i>	<p><b>2.8 How do you intend to monitor the impact of this proposal on the Council's objective to promote equality?</b></p> <p>Performance of the Local Plan will be measured against a series of key indicators. These are set out in the Monitoring section of the Plan. Indicators include the size of homes by number of bedrooms, the number of bungalows, the number of affordable homes and the number of Gypsy, Traveller and Travelling Showpeople's pitches that have been delivered. By monitoring the Plan the Council will be able to ascertain whether or not it is providing adequately for the needs of these groups. If any groups needs are not being adequately met this will be raised at the 5 year review.</p>