

Equality Impact Assessment

Title of the policy/report /strategy/service	Local Plan 2011 to 2031 (pre-submission)
Date	16 th May 2017
Lead Officer	Helen Chadwick
Who else is involved in undertaking this assessment?	Strategic Planning Team, Equality Officer

Step 1 – Overview of policy/function being assessed

A. Outline: What is the purpose of this policy? (specify aims and objectives)
The purpose of the plan is to direct all development in the district over a 20 year period
B. What specific groups is the policy designed to affect/impact?
All groups, with a specific remit to reduce inequalities
C. Which groups have been consulted as part of the creation or review of the policy?
All groups consulted as part of plan process, full consultation due in Autumn

Step 2 – What we already know and where there are gaps

A. List any existing information/data you have/monitor about different diverse groups in relation to this policy? Such as in relation to ethnicity, religion, sexual orientation, disability, age, gender, transgender etc. Data/information such as: ▪ Consultation ▪ Previous Equality Impact Assessments ▪ Demographic information ▪ Anecdotal and other evidence
Inequality impact of plan options in 2015 and then for the preferred option in 2016. Census data for whole district and a range of settlements incorporated into Settlement Profiles available on our website. Various studies on housing need, economic need and specific provisions (see website, but including Housing and Economic Development Needs Assessment (HEDNA)) Input from key partners and statutory consultees
B. What does this information / data tell you about diverse group? If you do not hold or have access to any data/information on diverse groups, what do you need to begin collating / monitoring? (please list)
Harborough district has an aging population, with an older demographic than England. It also has a lower proportion of ethnic minorities. As a mainly rural district it has issues relating to access to services especially for those without their own transport. This can lead to isolation for many groups. (See report included as Appendix 1)

Step 3 – Do we need to seek the views of others? If so, who?

A. In light of the answers you have given in step 2, do you need to consult with specific groups to identify needs / issues? If not please explain why.
Pre-submission a range of key stakeholders are being consulted before a wider public consultation

Step 4 – Assessing the impacts

	In light of any data/consultation/information and your own knowledge and awareness, please identify whether the policy has a positive or negative impact on the groups specified and provide an explanation for your decision. (please refer to the general duties on the front page)
A. Age	Provision of housing and affordable housing. This has been strengthened to ensure more appropriate housing for older people and affordable housing provision will help younger people.
B. Disability (physical, visual, hearing, learning disabilities, mental health)	Homes built to a higher accessibility standard, have been required. Accessibility has been included in design criteria There is still the opportunity to acquire some highly accessible changing facilities, for those with the most severe physical disabilities, especially in Market Harborough.
C. Gender / Sex	In general, statistics show that women are often disadvantaged by lack of access to public transport, this is included in the plan, including by provision of green travel planning on employment sites.
D. Religious Belief	There are opportunities for multi-faith provision in community buildings, open space and cemeteries. The cultural considerations need to be taken into account in the design of community and leisure facilities
E. Racial Group	There are some concerns that lack of new housing in the countryside will reduce access to housing in these areas by minority groups
F. Sexual Orientation	Lack of access to support services is a concern in a rural area and can lead to isolation
G. Transgender	Lack of access to support services is a concern in a rural area and can lead to isolation. Consideration to the design of changing facilities is important

H. Other protected groups (pregnancy & maternity, marriage & civil partnership)	Consideration of the design of leisure and community buildings, including baby changing facilities.
I. Other socially excluded groups (low literacy, priority neighbourhoods, socio-economic, etc)	Access to work in rural areas for socially excluded groups is important and has been addressed by use of green travel planning in larger sites
J. All	

Step 5 – Action Plan

Please include any identified concerns/actions/issues in this action plan: <i>The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan</i>			
Policy Number (Ref)	Action	Responsible Officer	Target Date
RT4	Consider inclusion of fully accessible toilet provision as part of the policy. http://changingplaces.uktoiletmap.org/	KR	30 th July
HC1	This Policy could highlight accessibility issues further	KR	30 th July
GI3	The cemetery policy could further highlight the need for multi-faith space	KR	30 th July

Step 6 – Who needs to know about the outcomes of this assessment and how will they be informed

	Who needs to know (Please tick)	How they will be informed (we have a legal duty to publish EIA's)
Employees	x	As part of plan reporting and report on website
Service users		As part of plan reporting and report on website
Partners and stakeholders	x	As part of plan reporting and report on website
Others	X – all residents and statutory consultees	As part of plan reporting and report on website
To ensure ease of access, what other communication needs/concerns are there?		Communication strategy already in place for Local Plan

Step 7 – Conclusion (to be completed and signed by the Service head)

Please delete as appropriate

I agree / disagree with this assessment / action plan
If <i>disagree</i> , state action/s required, reasons and details of who is to carry them out with timescales:
Signed (Service Head):
Date:

Please send completed & signed assessment to the Equality and Diversity officer.

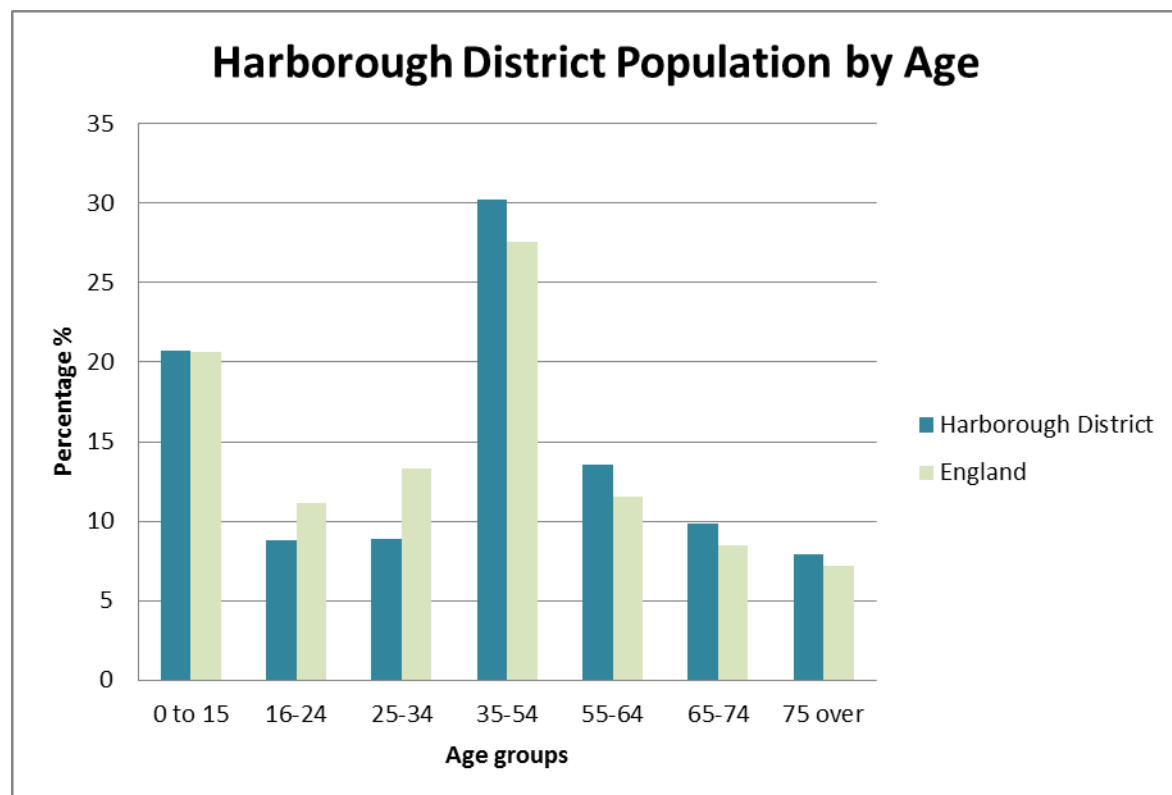
Appendix 1

Equality Report on the Pre-submission draft Local Plan

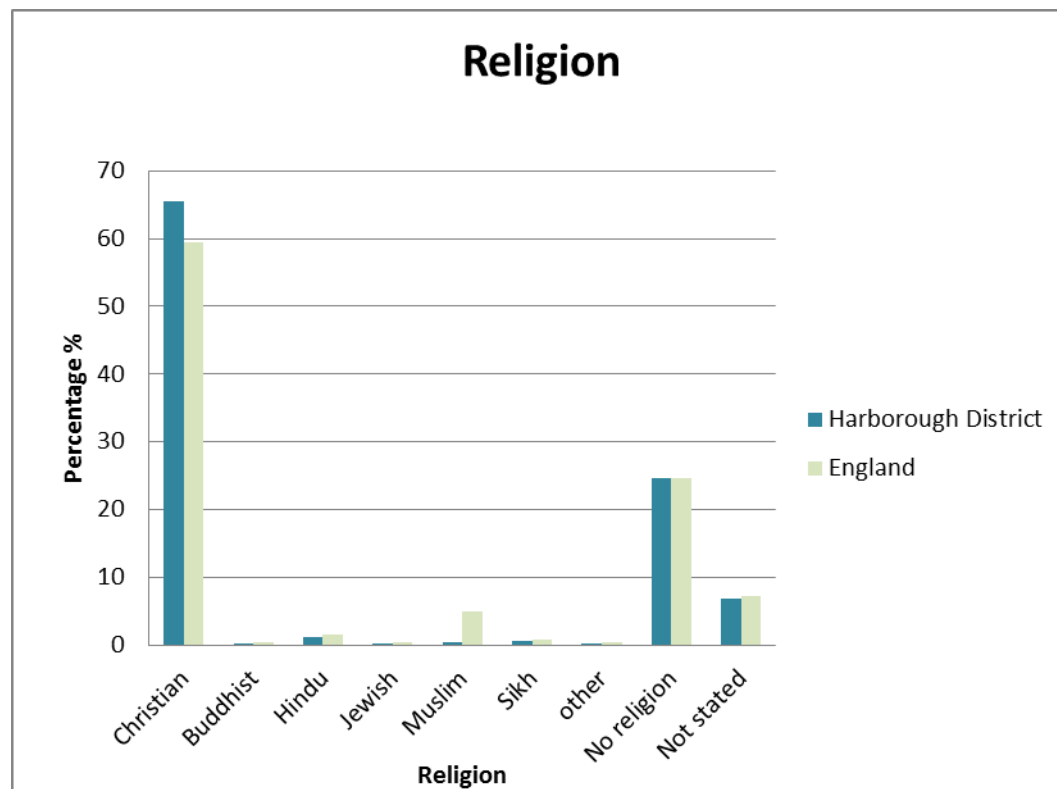
Introduction

Harborough District is a rural area in south Leicestershire. The district has a mainly white-British population (92.8%), with a significantly older age profile. The average age of residents in the district is 42, according to census 2011 data. This compares to an average age of 39 for all residents in England.

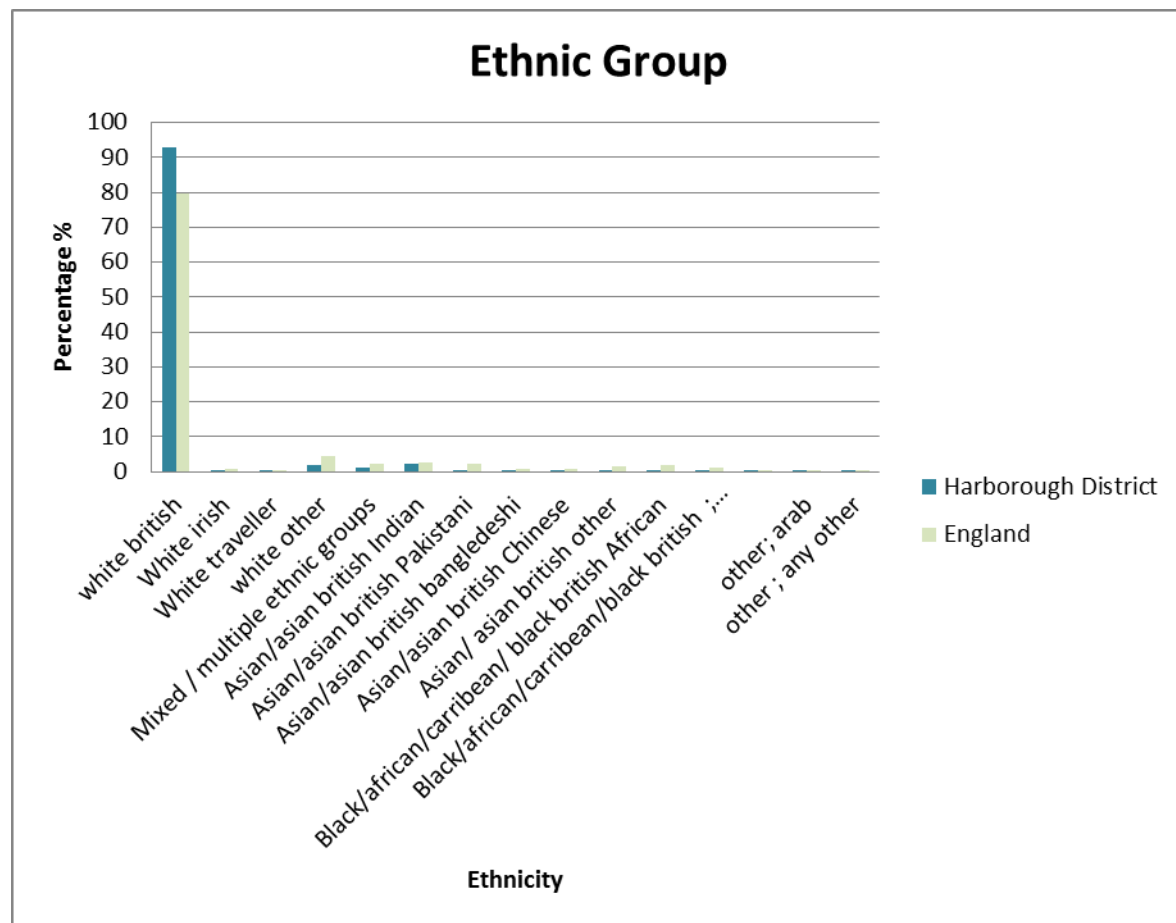
Age: The district has a higher proportion of people over 65 (18%) compared to the England average (16%) and a much lower proportion of those aged 15 to 35. In some individual villages the population of older people is even higher, in some cases over 20% of the parish are over 65, the Population projections indicate that almost a quarter (24.8%) of people in the district will be over 65 by 2024.



Religion: Harborough District has a mainly Christian population, with 65% of residents selecting Christianity as their religion, in the 2011 Census. The next largest group stated they have no religion (25%) as part of the census. Hinduism is the next largest religious group in the district of with a population of approximately 1.3% of the district population, which is comparable to the England average. The largest non-Christian religious group in England is Muslim at 5%, however, the number of Muslims in the district is lower than the England average, with only 0.5%. Other religious groups have a similar representation in the district.



Ethnicity: Harborough has a mainly white British population, with almost 93% stating their ethnicity as white British in the Census 2011, compared to just under 80% for the whole of England. There are fewer of all other ethnic minority groups than in England on average. The next largest ethnic group living in the district are British Asians, whose families originate from India, at 2.2% compared to 2.6% in England as a whole.



Health: Harborough residents generally report better health than the average of the population of England. In Harborough district, 5.9% of the population aged between 16 and 64 report that their day to day activities are limited a lot compared to 8.3% of the same age group in England as a whole. Over 85% report no limitation on day to day activities.

Qualifications: The district has a higher proportion of people with more qualifications and in higher paid managerial jobs, than in England as a whole.

Assessment of Local Plan Policies

The version of the Local Plan prepared for the preferred option and presented to council in November 2016 was assessed for equality impacts. A range of potential policy areas where impacts could be reduced was identified. In particular the following improvements were recommended

- Strict control of development in the smaller villages and countryside does increase inequalities, where possible provision of a greater choice of housing and consideration of the older population mix in villages should be reflected in policy.
- Consider housing for older people and a more equal mix of housing in smaller villages that would not see normally development to ensure that any small scale development contributes to reducing inequalities in smaller villages in policy GD3 and GD4.
- Ensure that policy E4 on strategic distribution includes provision for those unable to access transport through the Green Travel Plan.
- Consider signposting to best practice guidelines on accessible standards for shop signage Policy RT3.
- When reusing heritage sites, or older recreation facilities, ensure that accessibility for all is considered in the chosen use of the building Policy HC1 and HC2.
- Consider sensitive provision of changing facilities in policies HC2 and HC3 and also IN1 and IN3, especially in relation to physically disabled, transgender and religious communities.
- Policy GI5 needs to ensure that provision is sensitive to the needs of religious and non religious groups, particularly in any chapel building.
- Include community renewables specifically in policy CC2 to ensure greater access to energy supply. This policy should also consider access to cheaper energy supply, including gas access.
- Consider the possibility of including multi-faith religious worship opportunities in some new community buildings or open space.

The latest draft of the Local Plan, prepared as a pre-submission draft for the purpose of engaging with key stakeholders has addressed most of these concerns.

Policy GD3 development in the countryside and GD4 housing in the countryside now specifically allow small scale development that specifically meets an identified need for either older people housing or starter homes for families and young people.

Policy GD8 on good design includes, as bullet point k, a specific requirement for design to incorporate better accessibility for all. This covers many of the issues

identified in various policies, but may need additional guidance via a SPD or similar.

Policy H3 on rural exception includes provision for smaller market homes suitable for young families or for downsizing in older age.

Policy H5 on density, mix, and standards has been improved to include a percentage of homes that can be made accessible for those with mobility issues, as well as allowing for custom and self build housing.

Policy BE2, BE4 and BE5 on economic development all include a requirement for a green travel plan to ensure that sites can be made more accessible for those who do not drive.

Policy RT3 includes accessibility as an issue on shop front design.

Policy HC3 has further highlighted accessibility in community buildings.

Policy GI2 on open space, sport, and recreation specifically includes a requirement for sites to be accessible to all

Policy CC2 on renewable energy does include community ownership in the commentary.

Policies that could benefit from further improvement

Since the initial draft plan, there have been policy additions and changes. A further appraisal of impacts has identified the following areas that could be improved.

Policy GI3 Cemeteries would benefit from some specific mention of inclusive space for multi-faith services for burial or cremation.

Policy HC1 could highlight accessibility issues in heritage and buildings, and also the interpretation of those buildings by different cultures.

New Policy RT4 on tourism and leisure could include the provision of the most accessible toilets see <http://changingplaces.uktoiletmap.org/>, in order to make the district more accessible for all.