

CHARNWOOD LOCAL PLAN

2019 to 2036

EQUALITY IMPACT ASSESSMENT

July 2019



Introduction

This is the Equality Impact Assessment (EIA) for the Charnwood Draft Local Plan (2019-36) Preferred Options Consultation version. The Equality Impact Assessment is an improvement tool which will assist in ensuring that the impacts of the Local Plan have been considered in relation to the protected characteristics. It provides a systematic approach to identifying and recording gaps and actions to avoid or mitigate any negative impacts on particular protected groups. This will ensure that better decisions are made based on robust evidence and provides transparency to the process.

Legislation- Equality Duty

As a local authority that provides services to the public, Charnwood Borough Council has a legal responsibility (as set out in the Equality Act 2010) to ensure that we can demonstrate having paid due regard to the need to:

- Eliminate discrimination, harassment and victimisation and other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

There are certain characteristics protected by equalities legislation. These “protected characteristics” are:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion and belief
8. Sex (Gender)
9. Sexual orientation

The equalities legislation does not allow the following:

- Direct Discrimination including by association and perception
- Indirect Discrimination
- Harassment
- Victimisation
- Pregnancy and maternity discrimination
- Discrimination arising from disability
- Failing to make reasonable adjustments

Step 1 – Introductory information

Title of the policy	Charnwood Draft Local Plan (2019-36) Preferred Options Consultation version
Name of lead officer and others undertaking this assessment	Group Leader Plans, Policies and Place-Making Principal Planning Officer
Date EIA started	July 2019
Date EIA completed	

Step 2 – Overview of policy/function being assessed:

Outline: What is the purpose of this policy? (Specify aims and objectives)
<p>The Charnwood Local Plan (2019 – 36) will include both strategic and detailed policies. It will set out a vision and a framework for the future pattern, scale and quality of development in Charnwood. It will address needs and opportunities in relation to housing, the economy, community facilities and infrastructure as well as a basis for conserving and enhancing the natural and historic environment, mitigating and adapting to climate change, and achieving well designed places.</p> <p>The new Local Plan, once adopted, will form part of the development plan and replace the Charnwood Local Plan Core Strategy (2015) and the saved policies from the Borough of Charnwood Local Plan (2004). The development plan is at the heart of the planning system with a requirement set in law that planning decisions must be taken in line with the development plan unless material considerations indicate otherwise.</p>
What specific group/s is the policy designed to affect/impact and what is the intended change or outcome for them?
<p>The Charnwood Local Plan will provide a framework for delivering growth and infrastructure and conserving and enhancing the natural environment; therefore, it will affect the whole community. It is intended to respond to the Leicester and Leicestershire Strategic Growth Plan and new evidence of the need for homes and jobs in line with the national policy requirement to keep plans up to date and reviewed at least every five years. It is envisaged the plan will deliver the right growth, at the right time, in the right locations creating successful residential and business communities that are well-served by essential infrastructure whilst protecting and enhancing environmental resources.</p>
Which groups have been consulted as part of the creation or review of the policy?
<p>The draft plan has been developed through engagement with the public and key stakeholders such as infrastructure providers, Parish and Town Councils, residents' groups, interest groups and the development industry. This has ensured the draft plan and the evidence underpinning it has been shaped by an understanding of the key local issues.</p> <p>There have been two key consultations, the first on the scope of the local plan in July 2016 and the second on the key issues and options in April 2018, when we published a discussion paper titled: 'Towards a Local Plan for Charnwood'. There has also been engagement to inform the preparation of the evidence.</p>

The Charnwood Local Development Scheme 2018 sets out the programme for the next stages in preparing the new local plan which sees informal consultation on a draft plan in 2019 and publication of a Pre-Submission Draft Plan and Examination in Public of the plan in 2020.

Interested parties have been invited to make representations on the two consultations so far. This included the specific and general consultation bodies identified in the Regulations (see Appendix A) along with all Charnwood Borough Councillors whilst an email alert was sent to the people registered to receive alerts via the Charnwood Local Plan Email Alert service.

Step 3 – What we already know and where there are gaps

List any existing information/data do you have/monitor about different diverse groups in relation to this policy? Such as in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy & maternity, race, religion or belief, sex, sexual orientation etc.

Data/information such as:

- Consultation
- Previous Equality Impact Assessments
- Demographic information
- Anecdotal and other evidence

The Charnwood Local Plan will affect the whole community in Charnwood for which there is a substantial amount of information and data which exist. A short summary in relation to the protected characteristics is provided below:

Age

The population of Charnwood is approximately 182,600, of which 17.0% are under 15 years of age, 64.9% are aged 16 to 64, and 18.1% are of pensionable age 65 or more (ONS Mid-year estimates 2018). In terms of five-year age band, the Borough contains a large proportion of 20 to 24-year olds (especially males) compared to the East Midlands and UK averages.

Disability

In Charnwood 15.6% of the population suffer from a long-term health problem or disability. 6.7% of people have their day to day activities limited a lot whilst 4.2% consider their health to be “bad” or “very bad” (Census 2011).

Nationally, it is estimated that one in four people will experience a mental health problem each year, in Charnwood this would equate to 45,650 residents. Mental health issues can either be short or long term, the most common being mixed anxiety and depression (Mind 2016).

There are estimated to be 5,650 people living in Charnwood with sight loss and another 8,850 with sight threatening eye conditions (RNIB 2018).

33,000 people in the Borough are estimated to suffer some form of hearing loss (Action on Hearing Loss 2019).

Gender reassignment

There are no accurate statistics available regarding the profile of those who identify as trans or transgender within Charnwood, Leicestershire or the UK as a whole. Gender identity is not incorporated into the Census or other official statistics.

Marriage and civil partnership

Within Charnwood 64,729 people are married, with 271 people in a registered same-sex civil partnership (2011 Census).

Pregnancy and maternity

There were 1,922 maternities in Charnwood in 2016 with 12 of these to mothers aged under 18 (ONS Live Births).

Race

The White British population accounted for 84.4% of the Borough's population with 12.6% Black and Minority Ethnic. The largest ethnic groups are Indian 6%, Other White 2.5% and Pakistani 1% and Chinese 1% (Census 2011).

Religion and belief

Some 56% of the population of Charnwood with 29% having no religion. The next largest groups are Hindus 5% and Muslims 2%, Buddhists, Jews and Sikhs combined make up just over 1% of the Borough's population.

Sex (Gender)

The total population of 182,600 comprises a broad split of 92,150 (50.5%) male and 90,450 (49.5%) female, with the 20 – 24 age group showing significantly more males (11.5%) than females (8.5%).

Sexual orientation

There are no accurate statistics available regarding the profile of the lesbian, gay and bisexual (LGB) population within Charnwood. Sexual orientation is not included in the Census; however, it has previously been widely acknowledged that approximately 6 – 10% of any population will be LGB. In Charnwood this would equate to between 3,043 and 18,260 people.

Having said that, in 2014 the Integrated Household Survey found that 1.6% of adults in the UK identified their sexual identity as LGB, equating to 2,922 people in Charnwood.

What does this information / data tell you about diverse groups? 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)

Age – The younger age groups can be seen as less well represented in the planning process and more difficult to engage. 17% of Charnwood's population is under 15 and there is a large proportion of 20 to 24 year olds in the Borough. An ageing population will require a variety of housing types to meet different needs such as sheltered housing, extra care accommodation, bungalows and homes for downsizing.

Disability – Disabled access should be provided for events and displays We will need to consider the public realm and access to the countryside for those with disabilities. The provision of suitable housing for those with disabilities should also be considered.

Pregnancy and maternity – Access to pre and post natal services and facilities should be considered.

Race – There may be language and cultural barriers which could restrict engagement with minority groups.

Religion and Belief – We will need to be aware of the inter-faith calendar organising events. We should consider the need for access to Places of Worship in new development.

Information is lacking in relation to gender reassignment and sexual orientation.

Step 4 – Do we need to seek the views of others? If so, who?

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.

The Charnwood Local Plan will concern the whole community and there are minimum legal requirements regarding how the Council should consult on the plan which are set out in the Town and Country Planning (Local Planning) (England) Regulations (2012). These regulations require as a minimum the Borough Council to inform by letter or e-mail certain Specific and General Consultation bodies at 'Preparation', 'Publication' and 'Submission' stages of plan production.

The Borough Council intends to carry out additional consultation involving local communities, businesses and other groups during the plan preparation process as set out in our Statement of Community Involvement.

There is potential for certain groups to be adversely impacted upon by policies in the Local Plan; however, there is also the potential for positive benefits to arise for certain groups. For example, there is the opportunity to provide a mix and type of house which better meets the needs of the community such as the elderly and the disabled.

Step 5 – Assessing the impact

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 individuals or community groups (including what barriers these individuals or groups may face) who identify with any 'protected characteristics' and provide an explanation for your decision (please refer to the general duties on the front page).

- ⬆ - Positive Impact
- - Neutral Impact
- ⬇ - Negative Impact

Policy		Age	Disability	Gender Reassignment	Marriage & Civil Partnership	Pregnancy & Maternity	Race	Religion or Belief	Sex (Gender)	Sexual Orientation	Comment
LP1	Development Strategy	⬆	⬆	○	○	⬆	⬆	⬆	○	○	The overall spatial strategy for Charnwood, between 2019 and 2036, is urban concentration and intensification. This will take advantage of existing services and facilities in settlements and maximise accessibility using existing transport links.
LP2	High Quality Design	⬆	⬆	○	○	⬆	⬆	⬆	○	○	The policy seeks to provide well-designed functional spaces which will support all users, encourage social interaction and community cohesion, and meet people's differing needs.

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LP3	Housing Sites	☺	☺	○	○	☺	☺	☺	○	○	The housing sites seek to provide good access to services and facilities and maximise the potential to access sustainable forms of transport.
LP4	Affordable Housing	☺	☺	○	○	☺	☺	☺	○	○	The provision of affordable housing will enable better access to suitable accommodation for all lower income groups. Ensuring it is integrated with new development will provide good access to services and facilities.
LP5	Rural Exception Sites	☺	☺	○	○	○	○	○	○	○	The policy will enable provision of affordable housing in rural areas to meet an identified local need and will assist local residents access suitable accommodation.
LP6	Housing Mix	☺	☺	○	○	☺	☺	○	○	○	Seeks to provide a mix of house types, tenures and sizes having regard to housing needs. Wheelchair accessible bungalows and specialist accommodation are encouraged to address the needs of older people and the disabled.
LP7	Space Standards of Residential	☺	☺	○	○	☺	○	○	○	○	Expects new dwellings and changes of use to meet national space standards which will assist those requiring extra

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	Properties										space to live.
LP8	Self Build and Custom Build Housing	⬆	⬆	○	○	○	⬆	⬆	○	○	Gives support to people wishing to build their own homes.
LP9	Houses in Multiple Occupation	○	○	○	○	○	○	○	○	○	Supports the well-being, character and amenity of our communities by managing the proportion of houses in multiple occupation. Will improve the social and physical character and amenity of an area for some but may disadvantage those living in such accommodation such as the young or migrant workers.
LP10	Campus and Purpose Built Student Accommodation	⬆	⬆	○	○	⬆	○	⬆	○	○	Encourages purpose-built student accommodation with good accessibility improving access to services and facilities for certain groups.
LP11	Gypsies, Travellers and Travelling Showpeople	○	○	○	○	○	⬆	○	○	○	Supports the provision of gypsy and traveller sites in accordance with need providing a positive benefit for this group.

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LP12 Meeting Employment Needs	↑	↑	○	○	↑	↑	○	○	○	Meets the economic needs of the community by providing employment land at various locations in the Borough, including the SUEs and promotes development which supports priority neighbourhoods. Seeks to reduce commuting. This will assist groups with difficulties accessing employment opportunities.
LP13 Protecting Existing Employment Sites	○	○	○	○	○	○	○	○	○	Protects existing employment sites from alternative uses where they are no longer required for employment. The policy is not considered to have a differential impact on people with protected characteristics.
LP14 Regeneration of Loughborough	○	○	○	○	○	↑	○	○	○	Supports the regeneration of Loughborough through specific sites and proposals. This includes enhancing the Industrial Heritage Quarter to the east of Loughborough where BAME community groups are concentrated in the town.
LP15 Regeneration of Shepshed	○	○	○	○	○	○	○	○	○	The policy supports the regeneration of Shepshed through various schemes and proposals and is not considered to have a differential impact on people with

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											protected characteristics.
LP16	Rural Economic Development	○	○	○	○	○	○	○	○	○	Seeks to maximise the rural economy by supporting suitable development in the countryside. The policy is not considered to have a differential impact on people with protected characteristics.
LP17	Town Centres and Retail	⬆	⬆	○	○	⬆	○	○	○	○	Supports development for "town centre uses" in existing centres. This will improve accessibility by sustainable modes of travel assisting some groups.
LP18	Hot Food Takeaways	○	○	○	○	○	○	○	○	○	Considers the impact of hot food takeaways on amenity and health and seeks to prevent clusters. The policy is not considered to have a differential impact on people with protected characteristics.
LP19	Landscape, Countryside, Green Wedges and Areas of Local Separation	○	○	○	○	○	○	○	○	○	Protects the countryside for its intrinsic beauty and the open and undeveloped character of Areas of Local Separation and Green Wedges. The policy is not considered to have a differential impact on people with protected characteristics.
LP20	Charnwood Forest	⬆	⬆	○	○	⬆	○	○	○	○	Seeks to protect and enhance the Charnwood Forest Regional Park and

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and the National Forest										support the aims of the National Forest Strategy, including better public access. This will benefit groups who may suffer issues with accessibility.
LP21 River Soar and Grand Union Canal Corridor	↑	↑	○	○	↑	○	○	○	○	Supports better access, tourism opportunities and protection and enhancement of the waterbodies. This will benefit groups who may suffer issues with accessibility.
LP22 Conserving and Enhancing Biodiversity and Geodiversity	○	○	○	○	○	○	○	○	○	Conserves and enhances the natural environment. The policy is not considered to have a differential impact on people with protected characteristics.
LP23 Tree Planting	○	○	○	○	○	○	○	○	○	Seeks to protect and enhance the natural environment by increasing the number of trees in Charnwood. The policy is not considered to have a differential impact on people with protected characteristics.
LP24 Heritage	○	○	○	○	○	○	○	○	○	Conserves and enhances the heritage assets and the wider historic environment for their own value and the contribution they make to the community, environment

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											and economy. The policy is not considered to have a differential impact on people with protected characteristics.
LP25	Open Spaces, Sport and Recreation	⬆	⬆	○	○	⬆	⬆	○	○	○	Seeks to protect and enhance facilities to support the health, well-being and cohesion of communities. The policy will support various groups including those with accessibility issues, poor health and young people.
LP26	Indoor Sports Facilities	⬆	⬆	○	○	⬆	⬆	○	○	○	Encourages the development of healthier lifestyles and physical activity. The policy will support various groups including those with accessibility issues, poor health and the young.
LP27	Burial Space	○	○	○	○	○	○	○	○	○	Allocates sufficient burial space. The policy is not considered to have a differential impact on people with protected characteristics.
LP28	Renewable and Low Carbon Energy Installations	○	○	○	○	○	○	○	○	○	Supports wind and solar energy installations where impacts are fully addressed. The policy is not considered to have a differential impact on people with protected characteristics.

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LP29	Sustainable Construction	○	○	○	○	○	○	○	○	○	Encourages sustainable design and construction techniques. The policy is not considered to have a differential impact on people with protected characteristics.
LP30	Flood Risk Management	○	○	○	○	○	○	○	○	○	Directs development to areas with the lowest risk of flooding and promotes mitigation. The policy is not considered to have a differential impact on people with protected characteristics.
LP31	Sustainable Drainage Systems	○	○	○	○	○	○	○	○	○	Requires SuDS to be included as an integral part of major development. The policy is not considered to have a differential impact on people with protected characteristics.
LP32	Sustainable Transport	⬆	⬆	○	○	⬆	⬆	⬆	○	○	Improves the sustainable transport offer in the Borough benefitting groups who may suffer issues with accessibility to services and facilities.
LP33	Local and Strategic Road Network	○	○	○	○	○	○	○	○	○	Reduces congestion and improves efficiency of the road network. The policy is not considered to have a differential impact on people with protected characteristics.

Policy		Age	Disability	Gender Reassignment	Marriage & Civil Partnership	Pregnancy & Maternity	Race	Religion or Belief	Sex (Gender)	Sexual Orientation	Comment
LP34	Car Parking Standards	○	○	○	○	○	○	○	○	○	Ensure new developments make appropriate provision for car parking. The policy is not considered to have a differential impact on people with protected characteristics.
LP35	North of Birstall Sustainable Urban Extension	⬆	⬆	○	○	⬆	○	○	○	○	Provides guidance on an allocation for development at land north of Birstall. The proposed development will form a sustainable community with access to jobs, services and facilities and good transport links. This will benefit groups who may suffer issues with accessibility.
LP36	Watermead Regeneration Corridor	⬆	⬆	○	○	⬆	○	○	○	○	Supports the regeneration of Thurmaston village, employment provision and access to the Country Park. Improving connectivity to employment opportunities the Country Park will benefit groups who may suffer issues with accessibility.

Where there are potential barriers, negative impacts identified and/ or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.

Please note:

- a) If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.
- b) Additionally, if you have identified adverse impact that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.

No negative impacts on protected characteristics have been identified.

Summarise your findings and give an overview as to whether the policy will meet Charnwood Borough Council's responsibilities in relation to equality and diversity (please refer to the general duties on the front page).

Age

The overall development strategy seeks to ensure that new development provides good access to services and facilities by public transport and non-car modes. Policies are also in place which aim to secure facilities and services from new development including open space, transport links, education and health care.

Policies seek to ensure that new housing will be designed to meet the needs of the whole population, including those with mobility issues, and specialist housing for older people is also encouraged. Affordable housing provision is sought which will allow younger generations to enter the housing market.

Improved access to facilities and sites for leisure activities is promoted which will benefit all sections of the community, including older people. Town centre and regeneration policies seek to improve accessibility to goods and services.

Disability

The development strategy includes the focus of new development in locations where a range of services and facilities are relatively accessible by public transport and non-car modes to make developments more accessible to people of all abilities.

Policies seek to ensure that new housing will be designed to meet the needs of the whole population, including those with mobility issues, and wheelchair accessible bungalows or other single level properties are encouraged as part of the overall mix of homes. Affordable housing provision is sought which will allow younger generations to enter the housing market.

Improved access to facilities and sites for leisure activities is promoted which will benefit all sections of the community. Town centre and regeneration policies seek to improve accessibility to goods and services.

Gender Reassignment

No equalities impact identified.

Marriage & Civil Partnership

No equalities impact identified.

Pregnancy & Maternity

The overall development strategy seeks to ensure that new development provides good access to services and facilities by public transport and non-car modes. Policies are also in place which aim to secure facilities and services from new development including health care. Town centre and regeneration policies seek to improve accessibility to goods and services.

Race

The development strategy supports the regeneration and economic success of urban areas which tend to hold higher concentrations of BAME groups. Policies seek to regenerate the Industrial Heritage Quarter in the east of Loughborough where BAME groups are concentrated.

Religion or Belief

The development strategy includes the focus of new development in locations where a range of facilities, including places of worship, are relatively accessible by public transport and non-car modes.

Sex (Gender)

No equalities impact identified.

Sexual Orientation

No equalities impact identified.

Step 6- Monitoring, evaluation and review

Are there processes in place to review the findings of this Assessment and make appropriate changes? In particular, how will you monitor potential barriers and any positive/ negative impact?

The findings of this assessment will be reviewed by Cabinet in considering the proposal to publish the draft Local Plan for consultation. The plan is a "preferred option" version with opportunity to make changes before the plan is submitted for examination.

Further, more specific analysis will be undertaken following the consultation, taking into account the representations received. This will form part of the next Equality Impact Assessment accompanying the submission version of the Local Plan and will allow for more detailed analysis of individual policies where necessary and a specific Equality Impact Assessment on each policy identified as appropriate.

The Local Plan is informed by a separate Sustainability Appraisal of the Local Plan which considers the social, economic and environmental effects of the plan and ensures, as far as possible that it accords with the principles of sustainable development. A number of the sustainability objectives relate to relevant issues, such as improving access to affordable housing and ensuring an appropriate mix of dwelling sizes, types and tenures within local communities; reducing poverty and deprivation; promoting healthy and active lifestyles in the Borough; and, increasing access to a wide range of services and facilities. Policy approaches can be changed or adapted, and mitigation measures can be identified where potential adverse impacts are raised or identified.

The policies in the final Local Plan will have had due regard to the need to eliminate discrimination, promote equality of opportunity and support relations between different groups and individuals.

A general monitoring framework to check the implementation of the plan will be included in the submission version of the plan. This will enable the Borough Council to monitor implementation and the impact of the Local Plan policies through the Annual Monitoring Report.

How will the recommendations of this assessment be built into wider planning and review processes? e.g. policy reviews, annual plans and use of performance management systems.

The Local Plan is reviewed through the Annual Monitoring report and through the implementation of the policies it contains. On-going community engagement through the planning process will help

provide a greater understanding of any impacts upon groups with protected characteristics.

There is a requirement to review policies in local plans at least once every five years to assess whether they need updating; they should then be updated as necessary.


Step 7- Action Plan

Please include any identified concerns/actions/issues in this action plan: The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan			
Reference Number	Action	Responsible Officer	Target Date

Step 8- 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	The Equality Impact Assessment will be published as a supporting document during the consultation of the Local Plan and the relevant persons and groups will be informed accordingly.
Service users	X	
Partners and stakeholders	X	
Others	X	
To ensure ease of access, what other communication needs/concerns are there?		Hard to Reach groups are identified and more focussed consultation is to be progressed.

Step 9- Conclusion (to be completed and signed by the Service Head)

Please delete as appropriate
I agree / <u>disagree</u> 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: 16/8/19.

Please send completed & signed assessment to Suzanne Kinder for publishing.