

Equalities Impact Assessment Completion Form

1. What is the name of the service, policy, procedure or project to be assessed?

Policy/ Project: Borough of Redditch Local Plan No.4

Ownership: Development Plans,
Planning and Regeneration Services,
Directorate of Planning and Regeneration, Regulatory, Housing
Services

2. Briefly describe the aim of the service, policy, procedure or project. What needs or duties are it designed to meet?

To provide a spatial planning framework to guide development in the Borough up to 2030. The Local Plan will deliver the Vision and Objectives of the community and enable the spatial element of the Sustainable Community Strategy to be realised.

The Local Plan includes the following policies:

- Settlement Hierarchy
- Development Strategy
- Housing Provision
- Effective and efficient use of land
- Affordable Housing
- Gypsies Travellers and Travelling Showpeople
- Green Belt
- Open Countryside
- Rural Workers Dwellings
- Green Infrastructure
- Open Space Provision
- Primarily Open Space
- Protection of Incidental Open Space
- Climate change
- Natural Environment
- Flood Risk Management
- Sustainable Travel and Accessibility
- Transport Requirements for New Development
- Alexandra Hospital Public Transport Interchange
- Road Hierarchy
- Employment land provision
- Development within Primarily Employment Areas
- Development within Primarily Employment Areas
- Development outside of Primarily Employment Areas
- Office Development
- Rural Economic Development
- Supporting Education, Training and Skills
- Broadband and telecommunications
- Town Centre and Retail Hierarchy

- Regeneration for the Town Centre
- Protection of the Retail Core
- Use of Upper Floors
- District Centre Redevelopment
- Health of District Centres
- Historic Environment
- Historic Buildings and Structures
- Conservation Areas
- Built Environment
- High Quality Design and Safer Communities
- Shopfronts and Shopfront Security
- Advertisements
- Leisure, Tourism and Abbey Stadium
- Health Facilities
- Cemeteries
- Brockhill East
- Land to the rear of the Alexandra Hospital
- Webheath Strategic Site
- Woodrow Strategic Site

The above policies have been reviewed since the previous consultation process (Proposed Submission Borough of Redditch Local Plan No.4 – September 2013) in preparation for submission of the Local Plan for consideration at Examination (March 2014). Some policy names may have changed and policy numbers have now been attributed.

3. List your customers/ stakeholders

People, who live in, work in and visit Redditch, now and in future years.

Other stakeholders include: landowners, developers, Environment Agency, Natural England, other wildlife organisations, English Heritage, Worcestershire County Council (as Highway and Education Authority), NHS Trust, Emergency Services

4. How do you know who they are?

Database of key stakeholders - The Town and Country Planning (Local Planning) (England) Regulations 2012 (Part 6, S.18(2)) sets out which stakeholders should be notified of Plan preparation. Those detailed at (3) above, meet the requirements of the Regulations.

As part of the specific consultees identified above, local residents, businesses and other parties who have expressed an interest in previous and current Local Plan related matters also from part of the consultee database.

Development Plans has produced a Statement of Community involvement, which was a requirement of the Planning and Compulsory Purchase Act 2004. It sets out the Council's proposals for involving the community, stakeholders and outside bodies in planning issues in the Borough. Specifically, it identifies who will be

involved, how, for what purpose and at what stage of the planning process in relation to the preparation or revision of planning policy documents.

5. Do any of your customers/ stakeholders come from the following Equality Groups?

Equality Group	Yes	No	Further Evidence Needed
Race / Minority Ethnic Groups	✓		
Disability	✓		
Gender (Male/ Female)	✓		
Gender Re-assignment (Trans-sexual)	✓		
Marital Status	✓		
Sexual Orientation	✓		
Religion/ Belief	✓		
Age	✓		
Income group	✓		
Rural/Urban mix	✓		
None of these		✓	

6. What activities have you undertaken to establish the information to answer questions 4 and 5?

EiA on the Local Development Scheme
 Review of legislation/ database
 Feedback/monitoring forms from previous consultation periods
 Demographic information on Redditch Borough

Who have you consulted and what methods have you used?

Consultation for Local Plan preparation is progressive and builds over a number of years. Throughout the Plan preparation consultation process, the following consultation methods have been applied dependent on their appropriateness to that particular consultation stage.

Consultation with citizens and stakeholders comprising letters and emails, surveys, consultation forms and leaflets, displays and public exhibitions, on-line content,

focus groups, workshops, newspaper coverage and press notices, radio broadcasts, cinema adverts, focussed breakfast meetings, day & evening drop-in sessions, feedback forms.

7. Is there evidence that any groups are being treated unfairly, directly or indirectly?

Equality Group	Yes	No	Further Evidence Needed
Race / Minority Ethnic Groups		✓	
Disability		✓	
Gender (Male/ Female)		✓	
Gender Re-assignment (Trans-sexual)			<p>✓</p> <p>As Submission for Examination is essentially at the end of the Plan preparation process, a question relating to gender re-assignment will be included on the monitoring form as part of consultation exercises when the Council undertakes Plan review in the future</p>
Marital Status		✓	
Sexual Orientation		✓	
Religion/ Belief			<p>✓</p> <p>As Submission for Examination is essentially at the end of the Plan preparation process, a question relating to gender re-assignment will be included on the monitoring form as part of consultation exercises when the Council undertakes Plan review in the future</p>

Equality Group	Yes	No	Further Evidence Needed
Age		✓	
Income group		✓	
Rural/Urban mix		✓	
None of these		✓	

8. Please detail the information you have gathered to support the answers to question 7.

Equality Group	Evidence gathered
Race / Minority Ethnic Groups	<p>Taken account of as a potential issue in review of baseline information (social information) in the Sustainability Appraisal Scoping Report (April 2010)</p> <p>Local Plan policies are inclusive of all equality groups. No policies in the Local Plan are specifically targeted towards or against this Equality Group.</p>
Disability	<p>Taken account of as a potential issue in review of baseline information (social information) in the Sustainability Appraisal Scoping Report (April 2010)</p> <p>Local Plan policies are inclusive of all equality groups. Specifically, the Housing Provision policy will positively address the changing needs of occupiers by seeking to make homes more flexible, convenient, safe, adaptable and accessible. The Health Facilities policy will positively support the principle of the provision of new or improved primary healthcare facilities in accessible locations. The Sustainable Travel and Accessibility policy should benefit public transport users within this Equality Group through the improvement of accessibility and improved street environment</p>
Gender (Male/ Female)	<p>Taken account of as a potential issue in review of baseline information (social information) in the Sustainability Appraisal Scoping Report (April 2010)</p> <p>Local Plan policies are inclusive of all equality groups. Although not specifically targeted at women, some Local Plan policies will positively seek to address previously identified safety concerns. For example, the District Centre Redevelopment policy and the High Quality Design and Safer Communities policy seek to promote good design and layout of schemes to deter crime in order that people should feel as safe as possible</p>

Equality Group	Evidence gathered
Gender Re-assignment (Trans-sexual)	<p>No evidence exists to suggest that any Local Plan functions could negatively or positively impact on this equality group</p> <p>Local Plan policies are inclusive of all equality groups. No policies in the Local Plan are specifically targeted towards or against this Equality Group.</p>
Marital Status	<p>Taken account of as a potential issue in review of baseline information (social information) in the Sustainability Appraisal Scoping Report (April 2010)</p> <p>Local Plan policies are inclusive of all equality groups. No policies in the Local Plan are specifically targeted towards or against this Equality Group. However, the Housing Provision policy takes account of population projections and the increase in marital trends such as divorce/ separation and an increasing aging population, which subsequently leads to a higher widowed population.</p>
Sexual Orientation	<p>No evidence exists to suggest that any Local Plan functions could negatively or positively impact on this equality group</p> <p>Local Plan policies are inclusive of all equality groups. No policies in the Local Plan are specifically targeted towards or against this Equality Group.</p>
Religion/ Belief	<p>Taken account of as a potential issue in review of baseline information (social information) in the Sustainability Appraisal Scoping Report (April 2010)</p> <p>Local Plan policies are inclusive of all equality groups. No policies in the Local Plan are specifically targeted towards or against this Equality Group.</p>
Age	<p>Taken account of as a potential issue in review of baseline information (social information) in the Sustainability Appraisal Scoping Report (April 2010)</p> <p>Local Plan policies are inclusive of all equality groups. Specifically, the Housing Provision policy will positively address the changing needs of occupiers by seeking to make homes more flexible, convenient, safe, adaptable and accessible; building on the requirements for 'Lifetime Homes' set out in Redditch Borough Council's Older Persons Housing Strategy</p>

Equality Group	Evidence gathered
Income group	<p>Taken account of as a potential issue in review of baseline information (social information) in the Sustainability Appraisal Scoping Report (April 2010)</p> <p>Local Plan policies are inclusive of all equality groups. Specifically, the Affordable Housing policy will positively address the needs of all households through an appropriate provision of affordable housing units; providing an appropriate mix of social rented and intermediate housing. Furthermore, the policy will ensure that housing sites have a mix of tenures to avoid social exclusion</p>
Rural/Urban mix	<p>Taken account of as a potential issue in review of baseline information (social information) in the Sustainability Appraisal Scoping Report (April 2010)</p> <p>Local Plan policies are inclusive of all equality groups. Specifically, the Settlement Hierarchy policy positively seeks to direct only appropriate development to appropriate rural locations. The policy positively seeks to limit development to that of meeting identified local need in order that Redditch's rural settlements do not lose their distinctive qualities. The Rural Economic Development policy will positively seek to promote sustainable rural economic development in order that Redditch's rural areas thrive</p>
None of these	

9. Is there any justification for any unfairness identified in question 7 - for Example, disproportionate cost? Describe the supporting evidence.

Not unfairness, but more information is required to understand the full effects of the Local Plan on some of the equality groups.

10. If you have identified any area of unfairness that cannot be justified, how will you eliminate or minimize this?

None identified at this time.

11. The results of your research and any justifications must be easily available to the public. When, where and how will you publish this information?

Scoping Reports form part of the Local Plan Evidence base and are updated annually. These are available on the Redditch Borough Council website for public access. Monitoring the progress of planning policies is carried out annually (1 April) and is published on Redditch Borough Council web site and as part of Local Plan evidence base. Equality implications will be reported in all committee reports relating to the Local Plan which are publicly available.

- 12. In support of the Single Equalities Scheme, you are required to regularly monitor all policies and services for fairness. What plans do you have to monitor this particular service, policy, procedure or project?**

Policy monitoring takes various forms including annual development monitoring (Housing and Employment) (1 April), Annual Monitoring Report (December), Regional Returns (annually in August) for Green Belt development, office & retail, leisure, previously developed land. Updates can also be included in the Scoping Report annual updates.

- 13. Your findings now need to be managed through your Departmental 3 Year Rolling Equality Action Plan. Please complete the final section of this form.**

Action Required	By Whom	By When	Signed when completed	Priority	How has this Promoted Equality?
Continuation of annual monitoring and respond to any identified issues in future DPDs	Development Plans	Annually after 1 April		High	This monitoring process identifies the provision of affordable homes, which raises awareness of issues relating to social inclusivity
Gather information on sexual orientation and trans-gender groups for completeness of evidence	Development Plans	Monitoring forms to be sent out at next Local Plan Review following adoption of Local Plan No.4 (approximately within 5 years of adoption) Report at next Scoping Report refresh		Low	

Action Required	By Whom	By When	Signed when completed	Priority	How has this Promoted Equality?
Gather information on different faith groups to ensure complete coverage for consultation contacts	Development Plans	Monitoring forms to be sent out at next Local Plan Review following adoption of Local Plan No.4 (approximately within 5 years of adoption) Report at next Scoping Report refresh		Low	

Equality Impact Assessment undertaken by (Signed)

Full name: (in capitals please) EMMA BAKER

Position in the council: DEVELOPMENT PLANS MANAGER

Date: 18 February 2014

When you have completed this form, please retain a copy and give a copy to Sarah Kelsey Strategy and Partnership Assistant and Claire Felton, Equalities Officer

Glossary

Adverse impact

- where one or more group of people is disadvantaged by a policy or procedure.

Direct discrimination

- Treating someone less favourably than someone else in the same circumstances, egg:
 - Racist or sexist banter, derogatory comments and innuendo
 - Failure to treat grievances seriously
 - Failure to investigate grievances effectively
 - Inconsistent, irrational and subjective behaviour by employer
 - Failure to train staff and managers.

Indirect discrimination

- Where an unjustifiable condition, e.g. in the provision of a service or job specification, has the effect of excluding a particular group. Even if this is unintentional, it can still be unlawful, egg:
 - Unnecessary height restrictions
 - Refusing training for promotion to part-timers
 - Fluency in language
 - Not allowing wearing of religious clothing
 - Word of mouth recruitment
 - Qualification requirements being too demanding for the level of the job.

Policy, Practices and Services

- refers to any activity the council does, be that a service we provide, an initiative we run, a policy we write or a procedure we observe.
- It may refer to the way we do things which are customary
- It may refer to activities we undertake such as meetings, focus groups or publications we produce

Equality Groups

- all equality groups referred to in the assessment can be broken down into further sub groups as follows
 - Race/ Minority Ethnic Groups - consider all the categories in the Census
 - Consider issues around race, colour, nationality, national or ethnic origin
 - Ethnic origin legally applies to Jews, Gypsies, Sikhs Irish and Scottish Travellers
 - White British
 - White Irish
 - Any other White Background
 - Black Caribbean
 - Black African
 - Any other Black background
 - Pakistani
 - Indian
 - Any other Asian Background
 - White & Black Caribbean
 - White & Black African
 - White & Asian
 - Any other Mixed Background
 - Chinese
 - Any other Ethnic Group
 - Disability - consider all types of impairment, physical and mental, sensory, visible and hidden
 - People with learning disabilities
 - Disabled children
 - Young disabled people
 - Parents of disabled children
 - People with mobility impairments
 - Wheelchair users
 - Mental health system users/ survivors
 - People with HIV/ Aids
 - People with visual impairments
 - Deaf or hearing impaired people
 - People with hidden impairments
 - People with cancer
 - Gender (Male/ Female) - consider whether something has a different impact on men or women - particularly if its more of an impact on women, consider the impact if they have carer responsibilities whether its childcare or other types of care
 - Gender Re-assignment (Trans-sexual)
 - Consider all stages of re-assignment, before, during and after

- Marital status
 - Consider all marital statuses
 - Married, widowed, divorced, separated, co-habiting, civil partnership
- Sexual orientation
 - Consider orientations
 - Gay – usually refers to men with sexual orientation towards other men although sometime refers to women with sexual orientation towards other women
 - Lesbian – refers to women with sexual orientation towards other women
 - Bisexual – refers to men and women with sexual orientation to either their own sex or the opposite sex
 - Heterosexual refers to men and women with sexual orientation towards the opposite sex
- Religion/ Belief – for more detailed information refer to the Acas Booklet – Religion or Belief in the Workplace - consider the main and the minority religions
 - Christianity
 - Hinduism
 - Islam
 - Judaism
 - Sikhism
 - Baha'i
 - Buddhism
 - Jainism
 - Paganism
 - Parsi or Zoroastrianism
 - Rastafarianism
- Consider beliefs e.g.
 - Atheism
 - Agnosticism
 - Humanism
- Age - consider all age groups
 - Children pre school and school age
 - Teenagers
 - Young adults
 - Middle aged adults
 - The elderly

- Income group - consider all income groups
 - Those in employment
 - Those on high incomes
 - Those on low incomes
 - Those on benefits
- Rural/ urban mix
 - Consider all types of location in the district
 - Wholly rural areas
 - Villages
 - Towns
 - Urban fringe areas
- None of these