

Site Allocation Proposed Submission Development Plan Document 2014 – 2029

Equality Impact Assessment (EqIA)

November 2016

Introduction

1.1 Under the Equality Act 2010, public bodies must have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Act, and
- Advance equality of opportunity and foster good relations across all protected characteristics (with the exception of marriage and civil partnership).

They also need to publish information showing how they are complying with this duty.

1.2 The Act defines nine protected characteristics. These are:

- Age
- Disability
- Gender reassignment
- Marriage and Civil Partnership
- Pregnancy and maternity
- Race
- Religion and Belief
- Sex (gender)
- Sexual orientation

1.3 As set out above, it is not necessary to include the characteristic of marriage and civil partnership except in relation to employment procedures. This characteristic is not included in this Impact Assessment. Definitions of each group are set out in Appendix 1.

Stage 1: Scope of the Equality Impact Assessment

1. What is being assessed?

The Site Allocation Development Plan Document (DPD) produced by the Planning Policy Team.

The DPD is implemented by anyone / organisation who delivers development and services within the district (public, private and voluntary sectors).

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Step 1	Initial Screening for: <ul style="list-style-type: none"> • new policies/strategies • revised policies/strategies • policy decisions • considering partnership working arrangements • procurement/commissioning activities 	
	Key Questions	Answers Notes
1	What are you looking to achieve in this activity?	<p>The Chichester Local Plan: Key Policies 2014-2016 (Local Plan) was adopted in July 2015. It sets out the planning strategy for the location and level of development over the next 15 years. It provides the context for the site specific proposals contained within the Site Allocation DPD.</p> <p>The primary purpose of the DPD is to deliver non-strategic residential and employment sites as set out in the Local Plan (Policy 2: Development Strategy and Settlement Hierarchy; Policy 3: Economy and Employment Provision and Policy 5: Parish Housing Sites) and to set out guidance for the development of these sites.</p> <p>The DPD does not include that part of the District within the South Downs National Park.</p> <p>In identifying areas for residential development the DPD only covers areas at:</p> <ul style="list-style-type: none"> • Chichester city and sites surrounding Chichester city Settlement Boundary; • In parishes which are either not preparing a neighbourhood plan; where it is not sufficiently advanced; or where the parish prefer the allocation of land to be in the DPD, rather than the neighbourhood plan. <p>Employment sites are identified within or close to Chichester city and identified in Local Plan Policy 3 (Economy and Employment Provision).</p> <p>The DPD reviews the Settlement Boundaries from the Chichester District Local Plan (adopted 1999), with the exception of those parishes undertaking a neighbourhood plan and parishes with a strategic development location.</p> <p>The DPD also identifies a 'local centre' for East Wittering, in line with Local Plan paragraph 16.19.</p>

2	Who in the main will be affected?	All people living, working, visiting, or those carrying out business within the Local Plan area.	
3	Does the activity have the potential to cause adverse impact or discriminate against different groups in the community?	Yes	Planning policies and the location of specific sites will affect different people and groups in different ways and may be positive or negative. For example an allocation of a site for housing or employment in a settlement may well provide affordable homes or work opportunities for those in need but may be in a location which affects the quality of the environment or which is not easily accessible by public transport. However, the document does not overtly affect one section of society more or less favourably than another.
		Note: if the answer is 'yes' then a full equality impact assessment is required – see step 2	
4	Does the activity have potential to make a positive contribution to equalities?	Yes	<p>The planning system and national/local planning policies exist to ensure that the development of land is planned for in a consistent, fair and transparent manner. Consultation is a statutory requirement as part of the plan making process as is the Duty to Cooperate with other bodies meaning that everyone has the opportunity to comment.</p> <p>The DPD includes sites for additional residential development and Local Plan Policy 34 requires that 30% of these are affordable (there are some exceptions to this). This DPD will therefore assist with provision of a greater number of affordable homes with all sites having also been considered against sustainability criteria to ensure that future residents live in locations best able to provide local services and transport.</p> <p>In addition to residential development, the DPD also contains provision of open space and/or landscaping which helps contribute to a sense of wellbeing and belonging to a particular community.</p> <p>Key employment areas are identified which will lead to local job opportunities which help to address unemployment, out commuting and support for local traders.</p>
		Note: if the answer is 'yes' then a full equality impact assessment is required – see step 2	

Step 2 Scoping the Assessment

	Key Questions	Answers / Notes
	Scoping the Assessment	
1	What is the overall aim, or purpose of the function/ policy/service?	See Step 1, Point 1
2	What outcomes do you want to achieve with this function/ policy/service and for whom?	A planning policy document that will deliver the Council's various needs for development in a manner which protects the high quality environment and provides growth for the future in line with the Council's adopted Local Plan and within the framework of national planning policy. The document has been consulted upon to ensure that stakeholders and members of the public have had the opportunity to be part of the decision making process. The document also has to be in line with other Council documents, in particular the adopted Local Plan and Statement of Community Involvement (SCI)
3	Who in the main will be affected?	All people living, working, visiting, or those carrying out business within the Local Plan area.
4	Who defines or defined the function/ service/policy?	National Planning Policy as there is a statutory requirement to identify suitable locations for development.
5	Who implements the functions/ service / policy?	CDC through its planning function via numerous plans and policy documents and evidence base including monitoring of policies.
6	What factors could contribute or detract from the outcomes identified earlier?	Changes in national planning legislation including local communities' intentions to undertake Neighbourhood Plans; market forces changing the availability or viability of land; provision/lack of provision of infrastructure by other providers.

Step 3 Consideration of data and information		
7	What do you already know about who uses this function / service / policy?	The AMR provides a profile of the Local Plan area and Census data provides information about the make-up of individual communities. The evidence base which underpins the Local Plan, which the DPD stems from, also includes information such as housing need and evidence provided by stakeholders and the community as part of previous engagement exercises. Further consultation will take place by engaging with those on the Council's Local Plan database as part of this consultation.
8	What consultation with service users has taken place on the function / service / policy and what were the key findings?	Two previous rounds of public consultation have been undertaken prior to this consultation (Site Allocation Preferred Approach and Further Consultation Site Allocation DPD and the Sustainability Appraisal). The consultation details are set out in the Consultation Statement. This included placing details of the consultation and questions on the website and facilitating the ability to comment online and paper copies being deposited in the Council's Main Office, Selsey Town Council Office and Chichester library.
9	What, if any, additional information is needed to assess the impact of the function/service/policy?	Further public consultation on this stage of the document will be used to assess impacts prior to the Submission of the DPD (2017).
10	How do you propose to gather the additional information?	This stage will include similar consultation to that undertaken previously i.e. online and paper copies in public places, as set out in 8 above.
Step 4 Assessing the Impact		
11	Based on what information you already know, in relation to each of the following consider whether a) there is anything in the function/service/policy that could discriminate or put anyone at a disadvantage b) for an existing function/service/policy, how it is actually working in practice	
a.	Age	There is no obvious evidence that the proposals within the DPD will have differential impacts on people due to their age. However, national research indicates that older people are disproportionately

		<p>more likely to be living in poverty and suffering the associated effects of low quality and inappropriate housing. They also need good access to services particularly community and health facilities and it is important that where possible these are accessible by public transport or within walking distance.</p> <p>There are no specific site allocations for residential or care homes facilities or for solely sheltered accommodation; these are more likely to come forward as planning applications</p> <p>Within the site that are allocated a mix of dwelling size and mix is expected to be adopted in accordance with Local Plan Policy 33.</p>
b.	Disability	<p>There is no obvious evidence that the proposals within the DPD will have differential impacts on people due to disability. Disabled people are, however, more likely to be less mobile and need employment, services and leisure opportunities close to their homes. The sites that are allocated have taken into consideration proximity to existing facilities and provision of new where needed and the distribution of sites is in accordance with the Local Plan, which proposes development only in the most sustainable locations, accessible by public transport where possible.</p> <p>Legislation is already in place through Building Regulations to ensure that new built development or development for use by the public is accessible.</p>
c.	Gender reassignment	<p>There is no evidence to show that this DPD would cause a differential impact due to gender reassignment.</p>
d.	Pregnancy and Maternity	<p>There is no evidence to show that this DPD would cause a differential impact due to pregnancy or maternity, although women still tend to undertake the majority of childcare and thus would be more likely to benefit from employment, services and leisure opportunities close to their home.</p>
e.	Race	<p>There is no evidence to show that this DPD would cause a differential impact on those of different ethnic groups.</p> <p>Additional background work and consultation will be undertaken considering the specific locational requirements of the travelling community which will feed into the review of the Local Plan.</p> <p>The document is available in other formats and languages when requested.</p>

f.	Religion and Belief	<p>There is no evidence to show that this DPD would cause a differential impact on those of different ethnic groups.</p> <p>Additional background work and consultation will be undertaken considering the specific locational requirements of the travelling community which will feed into the review of the Local Plan.</p> <p>The document is available in other formats and languages when requested.</p>
g.	Sex (gender)	There is no evidence to show that this DPD would cause a differential impact on differing genders although women still tend to undertake the majority of childcare and thus would be more likely to benefit from employment, services and leisure opportunities close to their home.
h.	Sexual orientation	There is no evidence to show that this DPD would cause a differential impact due to sexual orientation.
i.	General (<i>ie affecting all of the above/ other (ie socio economic)</i>)	None
Step 5	Reviewing and Scrutinising the Impact	
12	What conclusions can you draw about any differential impact and how people are adversely or positively affected?	<p>The location and choice of sites will have a positive impact on some and negative on others but would not affect any one group more than others. Offering a range of sites with different levels of accessibility and proximity to services and facilities gives greater choice and flexibility for the population as a whole.</p> <p>Overall the Site Allocations DPD will have positive impacts by providing sustainable development, affordable homes, employment and open space and/or landscaping.</p>
13	What actions can you take to address any impacts identified?	Ensure that any consultation aims to engage with those currently less willing to engage in public consultation.

14	If no changes can be made, what reasons are there to justify this?	Development is required in sustainable locations in accordance with national planning policy and the adopted Local Plan.
15	How might any of the changes, in relation to the adverse impact, have a further adverse effect on any other group?	N/A
16	Which decision making process do these changes need to go through i.e. do they need to be approved by a committee/Council?	The Site Allocation DPD has been approved by the Council prior to public consultation and submission. Members have also participated throughout the preparation of the document as have key stakeholders.
17	How will you continue to monitor the impact of the function/service/ policy on diverse groups?	Through the consultation responses and through the AMR as well as through the delivery of specific sites and proposals.
18	When will you review this equality impact assessment?	This is part of the DPD process and will not be reviewed. However, an EqIA will be undertaken as part of the review of the Local Plan.

Appendix 1:

Definitions of Protected Characteristics under the Equalities Act 2010

Age: A person belonging to a particular age or range of ages.

Disability: A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender reassignment: The process of transitioning from one gender to another.

Pregnancy and maternity: Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth.

Race: Refers to the protected characteristic of Race. It refers to a group defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion and belief: Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Sex (gender): A man or a woman.

Sexual orientation: Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Source: Equalities and Human Rights Commission website.