

## **Chichester Local Plan Review**

### **Issues and Options Consultation: Equalities Impact Assessment**

#### **Introduction**

The Issues and Options consultation is the first stage of the Chichester Local Plan Review. When complete, the new Local Plan will update and replace the existing Chichester Local Plan: Key Policies 2014-2029 and will provide the policy framework for planning and development in the District outside the South Downs National Park in the period up to 2034.

Chichester District Council adopted the Chichester Local Plan: Key Policies (2014-2029) in July 2015. However, at the Local Plan examination, the Government appointed inspector concluded that the Plan fell short of meeting the full housing needs of the area. She therefore required the Council to commit to undertaking a Local Plan Review within 5 years to aim to ensure that the area's housing needs are fully met.

The Issues and Options consultation marks the starting point of the review work and provides an opportunity for everyone to have an early input to shaping the new Plan. Statutory bodies, Town and Parish Councils and everyone who lives, works or visits the area are all being asked for their comments. The Council is seeking views on what should be included in the development strategy for the area, what locations may be suitable for development and what policies the Council may need to deliver the strategy.

The Equality Act 2010 requires local authorities to consider how their policies and decisions impact disadvantaged groups and how it will minimise this impact. The Council will undertake this through an Equalities Impact Assessment. At the Issues and Options stage of the Local Plan Review it is difficult to assess proposals as the process is looking for views on where and how to locate development. However the assessment is iterative and will also be undertaken when a draft Local Plan has been developed, before pre-submission consultation, and at proposed submission, as it will not be until these times that the potential impacts can be properly assessed.

#### **Equality Impact Assessment**

The Equality Act 2010 aims to ensure that everyone has a fair chance in life. It contains a requirement for Local Authorities to consider the diverse needs and requirements of the communities in the District when planning its services. Local Authorities also have a duty under the Race Relations (Amendment) Act, 2000, Disability Discrimination Act, 2005 and the Equality Act, 2006 (Gender Equality) to positively promote race, disability and gender equality.

Equality Impact Assessments (EqIA), are used, where appropriate, in order to improve the work of the Council. The purpose of the Assessment is to improve the work of the Council by making sure it does not discriminate and that, where possible, it promotes equality. It is a way to ensure the likely impacts on the people who live and work within District are carefully considered.

Carrying out an assessment means that, as far as possible, any negative consequences of a strategy or policy are eliminated or minimised and opportunities for promoting equality are maximised. The assessment aims to consider impacts on groups with the following protected characteristics which are identified by the Equality Act 2010:

- Age
- Disability
- Gender reassignment
- Race / Ethnicity
- Religion or belief (including lack of religion or belief)
- Sex
- Sexual Orientation
- Pregnancy and Maternity
- Marriage and Civil Partnership

Like the SA/SEA process, EqIA is an iterative process:

**Table 3: The Equality Impact Assessment Process**

Stage 1: Screening	<ul style="list-style-type: none"> <li>• Identify the purpose and aims of the ‘policy’ to be assessed and the need and scope for an EqIA.</li> </ul>
Stage 2: Scoping the Assessment	<ul style="list-style-type: none"> <li>• Consideration of policy function</li> </ul>
Stage 3: Consideration of data and information	<ul style="list-style-type: none"> <li>• Review of existing data</li> <li>• Consideration of mitigation or methods to further promote equality;</li> <li>• Consultation and further research;</li> <li>• Repetition of previous stages as necessary.</li> </ul>
Stage 4: Assessment	<ul style="list-style-type: none"> <li>• Assess the impact or effects of the policy on equality target groups. Decide when further assessment is necessary.</li> </ul>
Stage 5: Reviewing and scrutinising the impact	<ul style="list-style-type: none"> <li>• Outline future arrangements for monitoring and review</li> </ul>

<b>Step 1</b>	<b>Initial Screening for:</b> <ul style="list-style-type: none"> <li>• new policies/strategies</li> <li>• revised policies/strategies</li> <li>• policy decisions</li> <li>• considering partnership working arrangements</li> <li>• procurement/commissioning activities</li> </ul>		
	<b>Key Questions</b>	<b>Answers / Notes</b>	
1	What are you looking to achieve in this activity?	<p>The Chichester Local Plan: Key Policies 2014 – 2029 was adopted in July 2015. However, it was concluded at the Local Plan examination that the Plan fell short of meeting the housing need for the area, and the Inspector required the Council to undertake a Local Plan Review within five years to ensure that the area’s housing needs are met. The Local Plan Review will supersede the existing adopted Local Plan, and will set out the planning strategy for the location and level of development within the District.</p> <p>This element of the Local Plan Review preparation seeks the views of everyone with an interest in the District (including statutory bodies, town and parish councils and everyone who lives, works or visits the area), focussing on the issues that have been identified within the Local Plan area, and the possible spatial objectives and options to address them.</p> <p>The Local Plan Review does not include the part of the District within the South Downs National Park.</p>	
2	Who in the main will be affected?	The Local Plan Review affects all the people living, working, visiting, or 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	The Issues and Options stage of the Local Plan Review will not have any direct or specific impact on any particular group or people, as it seeks the views of those with an interest in the District to ascertain whether or not the right issues, and the right areas for growth, have been identified.

			It is anticipated that the Local Plan Review will impact upon the District as a whole; these impacts (whether positive, negative or neutral) will be more easily identified as the Plan progresses through the stages of preparation.
Note: if the answer is 'yes' then a full Equality Impact Assessment is required – please 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 development 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 function, meaning that everyone has the opportunity to comment.</p> <p>The Local Plan Review will impact upon all those that live, work and visit the District. It is expected that all groups will benefit from policies relating to public open space, improved transport provision, and community facilities. The Local Plan Review will also plan for the provision of gypsy and traveller pitches within the District.</p>
Note: if the answer is 'yes' then a full Equality Impact Assessment is required – please see step 2.			

<b>Step 2</b>		<b>Scoping the Assessment</b>	
	<b>Key Questions</b>	<b>Answers / Notes</b>	
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?	In the long term, to develop a robust development plan document, that is consistent with national planning policies. The Local Plan Review will deliver the development needs of the District to 2034, and provide policy guidance for the consideration of planning applications.	

		This element of the Local Plan Review preparation seeks the views of everyone with an interest in the District (including statutory bodies, town and parish councils and everyone who lives, works or visits the area), focussing on the issues that have been identified within the Local Plan area, and the possible spatial objectives and options to address them.
3	Who in the main will be affected?	All people living, working, visiting, or carrying out business, within the Local Plan area.
4	Who defines or defined the function/policy/service?	National planning policy.  The Government-appointed Inspector of the existing adopted Local Plan, who required the Council to commit to undertake a review of the Local Plan within five years.
5	Who implements the function/service/policy?	Chichester District Council through its planning function, via plans and policy documents, and evidence base including monitoring of policies.
6	What factors could contribute or detract from the outcomes identified earlier?	Changes to national planning legislation.

<b>Step 3</b>		
<b>Consideration of data and information</b>		
	<b>Key Questions</b>	<b>Answers /Notes</b>
7	What do you already know about who uses the 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 will underpin the Local Plan Review, will include information such as housing needs, and evidence provided by stakeholders and

		<p>the community as part of previous engagement exercises.</p> <p>Further consultation will take place by engaging with those on the Council's Local Plan database as part of this consultation.</p> <p>Information has been collated in the Council's Sustainability Appraisal Scoping Report, which accompanies the Plan.</p>
8	<p>What consultation with service users has taken place on the function/service/policy and what were they key findings?</p>	<p>Consultation with the Council's Corporate Policy section has been undertaken.</p> <p>The Local Plan Issues and Options Report will be subject to public consultation lasting six weeks, from Thursday 22<sup>nd</sup> June 2017 until Thursday 3<sup>rd</sup> August 2017. The consultation and questionnaire will be placed on the website and paper copies will be deposited in public places for people to view (the Council's main office, Selsey Town Council Offices, and Chichester Library). The consultation will also be sent out to everyone on the Council's consultation database, with the ability to comment online.</p> <p>Consultation will be undertaken on the Sustainability Appraisal. This is also an iterative process. The initial Sustainability Appraisal has considered the impact of site options and numbers in their broadest sense, alongside a number of other issues, for example, relating to rurality.</p>
9	<p>What, if any, additional information is needed to assess the impact of the function/service/policy?</p>	<p>Further consultation will be held at each stage of the Local Plan Review preparation to assess the impacts prior to the Submission of the Local Plan to the Planning Inspectorate.</p>
10	<p>How do you propose to gather the additional information?</p>	<p>Consultations will be similar to those undertaken previously: put onto website, ability to comment online, and paper copies positioned at deposit locations, as set out in Step 8 above.</p>

<b>Step 4</b>	<b>Assessing the impact</b>
---------------	-----------------------------

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; and b) for an existing function/service/policy, how it is actually working in practice.	
a.	Age	<p>There is no evidence that the issues identified, and the spatial objectives to address them, will have differential impacts on people due to their age.</p> <p>National research indicates that older people are disproportionately more likely to be living in poverty and suffering the associated effects of low quality and in appropriate 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>The Local Plan Review will include a commitment to meet the specific housing needs of older people, and policies will be developed to improve transport and access provision.</p>
b.	Disability	<p>There is no evidence that the issues identified, and the spatial objectives to address them, will have differential impacts on people due to disability.</p> <p>Disabled people are, however, more likely to be less mobile and need employment, services and leisure opportunities close to their homes.</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> <p>The Local Plan Review will contain policies to improve transport and access provision.</p>
c.	Gender reassignment	There is no evidence to indicate that this stage of the Local Plan Review would cause a differential impact due to gender reassignment.
d.	Pregnancy and maternity	There is no evidence to indicate that this stage of the Local Plan Review would

		<p>cause a differential impact due to pregnancy or maternity.</p> <p>However, 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 indicate that this stage of the Local Plan Review 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 gypsy and travelling community, which will feed into the development of gypsy and traveller policies.</p> <p>The document is available in other formats and languages when requested.</p>
f.	Religion and belief	<p>There is no evidence to indicate that this stage of the Local Plan Review would cause a differential impact on those with different religions or beliefs.</p>
g.	Sex (gender)	<p>There is no evidence to indicate that this stage of the Local Plan Review would cause a differential impact on differing genders.</p> <p>However, 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>
h.	Sexual orientation	<p>There is no evidence to indicate that this stage of the Local Plan Review would cause a differential impact due to sexual orientation.</p>
i.	General <i>i.e. affecting all of the above/other (e.g. socioeconomic)</i>	<p>None.</p>

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?	Too early to confirm.  Overall the Local Plan Review will have positive impacts by providing sustainable development
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?	N/A
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 Issues and Options report has been approved by the Council prior to public consultation. Members have participated throughout the preparation of the document.
17	How will you continue to monitor the impact of the function/service/policy on diverse groups?	Through consultation responses and the AMR.  The Sustainability Appraisal will review the economic, social and environmental sustainability of the Plan. This will be undertaken at each stage of the Local Plan Review and will score the options against objectives to ensure development is as sustainable as far as possible.
18	When will you review this equality impact assessment?	At the next stage of the Local Plan Review.

## 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:** A man or 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.*