

## EQUALITY IMPACT ASSESSMENT AND ANALYSIS (EqIAA)

<b>Name of Function under consideration:</b>	<b>East of Harry Stoke New Neighbourhood Development Framework Supplementary Planning Document Pre Adoption draft for consultation 2014</b>
<b>Is this Function ‘Major’, ‘Minor yet likely to have a major impact’ or ‘Neither’</b>	Minor
<b>Date(s) of completing the EqIAA:</b>	December 2015
<b>Name and job title(s) of person(s) completing the EqIAA:</b>	Jane McDermott, Urban Designer

### SECTION 1 – INTRODUCTORY INFORMATION

<p><b>1. What is the main purpose of the Function?</b></p> <p>The Supplementary Planning document sets out the Council’s vision and design objectives for the development of the strategic housing scheme (new neighbourhood) on land East of Harry Stoke. The site has been allocated in the Council’s Core Strategy document. The Supplementary Planning Document is used to guide planning decisions. South Gloucestershire Council’s commitment to prepare a Supplementary Planning Document is set out in Core Strategy Policy CS27 therefore the production of this follows on from and supplements the delivery of policies within the Core Strategy.</p>
<p><b>2. List the main activities of the Function:</b></p> <p>The SPD document provides certainty to developers and the community regarding the intentions of the Council. The SPD sets out the infrastructure required to be provided in support of the new neighbourhood. It also sets out the Councils preference regarding comprehensive planning, delivery and phasing of development. The SPD will also guide development management decisions</p>
<p><b>3. Who are the main beneficiaries of the Function?</b></p> <ul style="list-style-type: none"> <li>• Residents of South Gloucestershire and wider area.</li> <li>• Visitors to South Gloucestershire.</li> <li>• Applicants (including residents) preparing and making applications for development within/affecting South Gloucestershire.</li> <li>• Professional agents submitting proposals for development within/affecting South Gloucestershire.</li> <li>• The Council in undertaking development within and affecting South Gloucestershire.</li> <li>• Officers and Members of the Council in determining applications for development within/affecting South Gloucestershire.</li> </ul>
<p><b>4. How is the overall success of the Function measured?</b></p> <ul style="list-style-type: none"> <li>• The preparation and adoption of the SPD is in accordance with Part Five of the Town and Country Planning (Local Planning) (England) Regulations 2012.</li> <li>• The Council monitors housing completions in its Annual Monitoring report</li> <li>• The Council undertakes ‘Building for Life’ assessments of development to ensure it meets the defined criteria for a sustainable, high quality development.</li> </ul>
<p><b>5. What equality monitoring systems are in place to carry out regular checks on the effects of the Function on equality groups?</b></p>

The SPD will form part of the Council's Development Plan Documents and is being produced in accordance with the commitment outlined in the South Gloucestershire Core Strategy. No disproportionate positive or negative impacts in respect of equality groups have been identified to date in producing the Core Strategy.

Notwithstanding this, the Council's Annual Monitoring Report measures the success and implementation of the Council's Local Plan documents. Customer satisfaction surveys are also carried out on development management functions as part of which equalities questions are asked.

## **6. What are your equality related performance indicators/measure of success for this Function?**

The preparation and adoption of SPDs is carried out in accordance with:

- Part Five of the Town and Country Planning (Local Planning) (England) Regulations 2012.
- The South Gloucestershire Core Strategy;
- South Gloucestershire Council's Statement of Community Involvement (available on the Council's website at <http://www.southglos.gov.uk/Pages/Article%20Pages/Planning%20Transport%20-%20Strategic%20Environment/Planning%20policy/Local-Development-Framework-documents.aspx?resource=http%3a%2f%2fwww.southglos.gov.uk%2fDocuments%2fPTE080288.pdf>) which contains specific guidance and information in relation to the involvement of equalities communities.
- South Gloucestershire Council's Corporate Consultation Framework which includes "Customer Insight" equalities guidance;
- The South Gloucestershire Council Plan; and
- The South Gloucestershire Sustainable Community Strategy;
- The South Gloucestershire Council Equality and Diversity Policy.

## SECTION 2 – INITIAL ASSESSMENT OF IMPACT

7. Use the following table to indicate where you think that the Function could have a negative impact on any of the following groups (i.e. it could disadvantage them), where you think that the Function could have a positive impact on any of the groups and contribute to promoting equality of opportunity or improving relations with equality groups, where you think there is no impact or where you are unsure of impact.

Equality Group	Negative Impact	Positive Impact	No Impact	Unsure of Impact	Reason(s)*
Women/Girls	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No disproportionate positive or negative impacts have been identified in respect of these groups. The Council's Statement of Community Involvement (SCI) makes clear the Council's commitment to actively seeking the views of all people.
Men/Boys	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Lesbians, gay men & bisexuals	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		No disproportionate positive or negative impacts have been identified in respect of these groups. The Council's Statement of Community Involvement (SCI) makes clear the Council's commitment to actively seeking the views of all people.
Transgender people	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No disproportionate positive or negative impacts have been identified in respect of these groups. The Council's Statement of Community Involvement (SCI) makes clear the Council's commitment to actively seeking the views of all people.
White people (including Irish people)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No disproportionate positive or negative impacts have been identified in respect of these groups. The Council's Statement
Asian or Asian British people	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

					of Community Involvement (SCI) makes clear the Council's commitment to actively seeking the views of all people.
Black or Black British people	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
People of mixed heritage	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Chinese people	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
People from other ethnic groups	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Travellers (gypsy/Roma/Irish heritage)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
<b>Disabled People:</b>					
Physical impairment, e.g. mobility issues which mean using a wheelchair or crutches.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No disproportionate positive or negative impacts have been identified in respect of these groups. The Council's Statement of Community Involvement (SCI) makes clear the Council's commitment to actively seeking the views of all people.
Sensory impairment, e.g. blind/having a serious visual impairment, deaf/having a serious hearing impairment.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Mental health condition, e.g. depression or schizophrenia.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Learning disability/difficulty, e.g. Down's syndrome or dyslexia, or cognitive impairment such as autistic spectrum disorder.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Long-standing illness or health condition, e.g. cancer, HIV, diabetes, chronic heart disease or epilepsy.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Other health problems or impairments.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Older People	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No disproportionate positive or negative impacts have been identified in respect of these groups. The Council's Statement of Community Involvement (SCI) makes clear the Council's commitment to actively seeking the views of all people.
Children and Young People	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Faith Groups	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No disproportionate positive or negative impacts have been identified in respect of these groups. The Council's Statement of Community Involvement (SCI) makes clear the

					Council's commitment to actively seeking the views of all people.
Pregnancy & Maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No disproportionate positive or negative impacts have been identified in respect of these groups. The Council's Statement of Community Involvement (SCI) makes clear the Council's commitment to actively seeking the views of all people.
Marriage & Civil Partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No disproportionate positive or negative impacts have been identified in respect of these groups. The Council's Statement of Community Involvement (SCI) makes clear the Council's commitment to actively seeking the views of all people.

**8. If you have indicated that there is a negative impact on any group, is that impact:**

**Legal?** Yes  No

**Intended?** Yes  No

**Level of impact** High  Low

**No negative impact has been identified:**

**9. Could you minimise or remove any negative impact - how?** (Enter N/A if no negative impact has been identified).

N/A

**10. Could you improve a positive impact of the Function - how?** (Enter N/A if no positive impact has been identified).

N/A

**11. If there is no evidence that the Function promotes equality of opportunity or improved relations, could it be adapted so that it does - how?** (Enter N/A if appropriate).

N/A

**12. Any other relevant notes:**

N/A

## **SECTION 3 – CONSULTATION & RESEARCH IN RELATION TO THE EqIAA**

### **13. What consultation has been conducted with groups and individuals from groups likely to be affected as well as staff, and what evidence has this provided about equalities impact?**

The preparation of SPD follows on from the preparation of the Core Strategy. The Core Strategy and the SPD was subject to multiple rounds of public engagement since its production began in 2007. These public consultations have included exhibitions, workshops and full consultations on draft versions of the document, in accordance with statutory planning procedures. All of the consultation and engagement activities have been well promoted and advertised widely. The consultation and engagement undertaken throughout the Core Strategy and SPD's production is documented in a number of reports that are available on the Council's website here:

<http://www.southglos.gov.uk/Pages/Article%20Pages/Planning%20Transport%20-%20Strategic%20Environment/Planning%20policy/Consultation-and-engagement-reports.aspx>

and at [www.southglos.gov.uk/eastofharrystokeSPD](http://www.southglos.gov.uk/eastofharrystokeSPD)

The Council maintains an extensive planning policy consultation database that includes a large number of stakeholder interest groups, including representative groups of disabled people, Gypsy/Traveller groups and other communities including groups representing the South Gloucestershire Equalities Forum. This database is used to contact and inform these groups at each stage of consultation on the Core Strategy and is also being used in consultation on the SPD's preparation.

Public consultation and exhibitions on the South Gloucestershire Core Strategy and the SPD preparation was undertaken in 2009, 2010 2011 2012 and 2014.

### **14. What relevant research (data, reports, expert opinion etc.) has been conducted and what evidence has this provided about equalities impact?**

All rounds of public consultation on the Core Strategy, which is the higher level policy document that contains the commitment to producing SPD, provided the opportunity for all members of the public to provide the Council with information about equalities issues. The feedback gained shows no equalities issues or impacts having emerged.

### **15. What contributions does your function/activity make towards promoting community cohesion?**

The production of the Core Strategy, which contains the commitment for preparing SPD, and its associated public engagement provided the opportunity for the communities of South Gloucestershire to have their say about how the future of the district should be planned for, including what is valued within the area and how it could be maintained or enhanced. The ability to do this provides the opportunity for communities to come together in a cohesive way, to discuss and put forward suggestions together. This enhances the council's work in the promotion of community cohesion.

## SECTION 4 – OUTCOMES

16. The evidence that has been collected under Sections 1, 2 and 3 of this form will need to feed into the decision making process regarding changes to be implemented before any final decisions are taken. There are four possible outcomes of this EqIAA – indicate which outcome below with the reasons and justification for this.

Outcome	Your response	Reason(s) and Justification
<b>Outcome 1:</b> No major change required.	<b>Yes</b> <i>(No action plan is required, complete the 'Reason(s)/Justification' column, enter N/A in question 17 then go to Section 5)</i>	Consultation has been successful in engaging with the diverse communities of South Gloucestershire.
<b>Outcome 2:</b> Adjustments to remove barriers or to better promote equality have been identified.	<b>No</b> <i>(Action Plan is required, complete the 'reason(s)/Justification' column and then go to Question 17)</i>	No disproportionate positive or negative impacts in relation to any groups have been identified as a result of this EqIAA.
<b>Outcome 3:</b> Continue despite having identified potential for adverse impact or missed opportunities to promote equality.	<b>No</b> <i>(No action plan is required, complete the 'Reason(s)/Justification' column, enter N/A in question 17 then go to Section 5)</i>	
<b>Outcome 4:</b> Stop and rethink.	<b>No</b> <i>(Action Plan is required, complete the 'Reason(s)/Justification' column and then go to Question 17)</i>	

17. List the actions you will take as a result of this EqIAA.

A six week consultation will be undertaken on the revised draft supplementary planning document (SPD) from 11<sup>th</sup> Dec 2015 to 22 Jan 2016. The results of that consultation will inform the preparation of the final version of the SPD, which will then be adopted by the Council.

## SECTION 5 – EqIAA EVIDENCE

18. List and attach the evidence you have which shows how you have systematically considered equality impact.

The preparation of the SPD is being carried out in accordance with:

- South Gloucestershire Core Strategy;
- South Gloucestershire Council's Statement of Community Involvement which contains specific guidance and information in relation to the involvement of equalities communities.
- South Gloucestershire Council's Corporate Consultation Framework which includes "Customer Insight" equalities guidance;
- The South Gloucestershire Council Plan; and
- The South Gloucestershire Sustainable Community Strategy;
- The South Gloucestershire Council Equality and Diversity Policy.

The results of all public consultation and engagement on the Core Strategy, which contains the



commitment to preparing SPD, have been analysed with regard to equalities impacts.