

Borough of Oadby & Wigston

Directorate of Community Services

Submission Core Strategy

Development Plan Document

Equality Impact Assessment Pro-forma



**Directorate of Community Services
Oadby and Wigston Borough Council
January 2010**

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Step 1 – Responsibility and Involvement

Policy/procedure:	Core Strategy Development Plan Document		
Name of Lead Officer (service/business manager) completing the assessment:			
Adrian Thorpe			
Job Title and Ext. No.:			
Forward Plans Manager, Ext. 645			
Service Area			
Planning		Date:	25 January 2010
Directorate:			
Community Services			
List others involved in the assessment:			
Rob Harbour	Head of Built Environment	Edward Morgan	Forward Planning Officer
Lisa Rawling	Policy and Performance Officer	Jamie Carr	Forward Planning Officer
Kirstie Rea	Senior Forward Planning Officer		

Step 2 – Identify aims/objectives of policy/procedure

NO.	QUESTION
1	What are the aims/objectives of the policy/procedure and the intended outcomes?
	<p>The Core Strategy is a statutory requirement of the The Town and Country Planning (Local Development) (England) (Amendment) Regulations 2008 which requires local planning authorities to plan for the future sustainable development of the Borough.</p> <p>The proposed outcomes will be:</p> <ul style="list-style-type: none">• To provide the strategic vision and spatial objectives for the future development of the Borough of Oadby and Wigston• Provide clarity about what development is required and where; to contribute to the formation and maintenance of sustainable communities• includes policies and approaches to help address identified development needs/requirements of all people living, working or having an interest in the Borough• To provide the policy context for other subsequent policy documents for example, Area Action Plans and Supplementary Planning Documents




2	Are there any associated services, policies or procedures?	YES/NO
	If 'Yes' please list below	
	East Midlands Regional Plan – the Core Strategy must be in general conformity with this document.	
	Leicestershire Together Sustainable Community Strategy and Oadby & Wigston Sustainable Community Strategy – the Core Strategy should reflect the relevant Sustainable Community Strategy	
	Oadby and Wigston Borough Council Corporate Plan - the Core Strategy should take account of the aims and objectives set out in the Corporate Plan	
	Oadby and Wigston Statement of Community Involvement – is part of the Local Development Framework. It outlines how the Borough Council proposes to consult on preparation of its Development Plan Documents and Planning services in general.	
	Associated Council Services:	
	<ul style="list-style-type: none"> • Countryside and Biodiversity 	
	<ul style="list-style-type: none"> • Economic Development 	
	<ul style="list-style-type: none"> • Strategic Housing 	
	<ul style="list-style-type: none"> • Development Control 	
	<ul style="list-style-type: none"> • Environmental Health 	
	<ul style="list-style-type: none"> • Building Control 	
	<ul style="list-style-type: none"> • Community and Cultural Development 	









3	Are any other organisations involved in the delivery of the service?
	<ul style="list-style-type: none"> • Leicestershire County Council (Local Area Agreement and Multi Area Agreement) Better Places Team • Leicester City Council • Other Leicestershire District/Borough Councils • Leicester and Leicestershire Highways Authorities • Developers • Service Providers (for example utility companies)
4	How and where will information about the service, policy or procedure be publicised?
	Is this information available in other languages and formats if requested?
	<p>Information in relation to preparation and consultation in relation to the Core Strategy and other Local Development Plan documents is advertised and provided in a range of ways. The main methods utilised are:</p> <ul style="list-style-type: none"> • Borough Council web site • Customer Services Centres (One-stop-shops)/local libraries • Press releases and articles in the Letterbox resident newsletter and local press • Mail out of information to contacts contained on Local Development Framework Customer Database
	<p>Information can be made available in other languages and formats on request. The Borough Council works in partnership with Language Line.</p>

















5	List the main people, or groups of people, that this policy or procedure was designed to reach or benefit, and any other stakeholders.
	The Core Strategy aims to benefit all resident communities and those who work, visit or have an interest in the Borough. However, some policy prioritisation in relation to particular groups has taken place. This is reflected in the provision of specific policies within the Core Strategy aimed at, for example, Gypsies, Travellers and Travelling Showpeople, Faith Groups, developers and people with specific housing needs.

























Step 3 – Impact Assessment



Key:

























Symbol	Likely Impact
	Positive impact
	Neutral impact
	Negative impact

























Policy	Age (Young People/Older People)	Gender	Race	Disability	Religion or belief	Lesbian, Gay or Bisexual	Transgender	Any other group (e.g. socially excluded)	Commentary
<p>CSP1 Spatial Strategy for Development in the Borough of Oadby and Wigston.</p> <p>This policy sets out the locational strategy for new development in the Borough. It seeks to direct planned development to the Borough's centres initially and then a proposed Direction for Growth. It further provides the requirements for residential density, employment land and key infrastructure.</p>									<p>The provision of new housing, employment, retail, services and leisure development etc in the centres of the Borough will bring positive benefits to all residents and others with an interest in the Borough.</p> <p>Where development is directed to the Direction for Growth there will be opportunities to plan appropriate infrastructure alongside development that promotes social cohesion and inclusive sustainable communities.</p>

















Policy	Age (Young People/Older People)	Gender	Race	Disability	Religion or belief	Lesbian, Gay or Bisexual	Transgender	Any other group (e.g. socially excluded)	Commentary
<p>CSP2 Development in the Centres of Oadby, Wigston and South Wigston</p> <p>This policy builds on CSP1 in terms of the context of focusing development in the Borough's existing town and district centres in order to strengthen and regenerate them. The policy further promotes the role of Wigston as the Borough's main town centre and provides a hierarchy of centres.</p>									<p>Concentrating development within urban centres means access to established services and infrastructure can be maximised and enhanced. Particular benefits are likely to be felt by those who are mobility impaired or rely on public transport such as the elderly, those on low incomes, young people and those with disabilities as they will be able to access necessary facilities at their local centres also.</p>
<p>CSP3 Regeneration Schemes</p> <p>This policy sets out the broad principles to be applied when proposing large scale change or regeneration schemes.</p>									<p>Facilitating improvements to areas of need through Regeneration Schemes should provide benefits to the wider community. New development could provide opportunities such as affordable and decent housing, increase job prospects and improve access and movement. In addition, redevelopment through Regeneration Schemes must meet strict design and access standards such as those advocated by Part M of the Building Regulations and the Disability Discrimination Act 1995. This is likely to be of particular benefit to those on low incomes and should help to improve social cohesion community inclusion which are aims set out in Planning Policy Statement 1 Delivering Sustainable Development.</p>

Policy	Age (Young People/Older People)	Gender	Race	Disability	Religion or belief	Lesbian, Gay or Bisexual	Transgender	Any other group (e.g. socially excluded)	Commentary
CSP4 Sustainable Transport and Accessibility This policy aims to promote more sustainable modes of travel, transport choice and improve accessibility. Developers will be required to consider highways and transport infrastructure requirements.									The policy primarily seeks to improve alternative means of travel to the car through the promotion of non-car modes, public transport and reducing the need to travel. The policy should result in positive benefits for those groups that rely more on public transport such as the elderly, young people, people on low incomes and those with disabilities. Locating development close to public transport networks should help to improve accessibility to facilities and services, thus helping to reduce social exclusion.
CSP5 Green Infrastructure This policy aims to secure a net gain in Green Infrastructure in the Borough through the protection and enhancement of assets and the creation of new green space.									Sustaining and increasing Green Infrastructure in the Borough will have positive benefits for all groups in terms of improving the environment around residents, creating opportunities for informal recreation and leisure and should help community cohesion by being open to all thus reducing social exclusion.
CSP6 Green Wedges This policy provides guidance as to the objectives of the Green Wedges and what types of land uses/development are acceptable in Green Wedges.									Protecting and enhancing Green Wedges should result in positive benefits for all residents in terms of providing an important link to the open countryside and creating opportunities for informal recreation and leisure.

Policy	Age (Young People/Older People)	Gender	Race	Disability	Religion or belief	Lesbian, Gay or Bisexual	Transgender	Any other group (e.g. socially excluded)	Commentary
<p>CSP7 The Countryside This policy defines countryside and states that its openness and intrinsic qualities should be protected and appropriately managed. The policy further states what forms of development are acceptable and the considerations that need to be taken account of.</p>									Application of this policy will likely result in a neutral impact for most groups.
<p>CSP8 Climate Change and Renewable Energy This policy requires all developments to demonstrate how they will minimise, mitigate and adapt the likely effects of climate change. The policy further provides guidance as to energy efficiency and renewable energy requirements.</p>									Improved energy efficiency of buildings and the use of renewable energy should in the long term help to reduce heating and thus fuel costs for residents. Those who will particularly benefit will be the elderly and those on low incomes (due to fuel poverty).
<p>CSP9 Flood Risk and the Water Environment This policy sets out the Council's approach to dealing with development proposals on land that may be at risk from flooding. The policy further describes the circumstances when a Flood Risk Assessment will be required.</p>									Directing development away from areas at risk of flooding will have particular positive impact on the most vulnerable such as the elderly and those on low incomes (i.e. those who may not be covered by insurance or would have difficulty moving away)

Policy	Age (Young People/Older People)	Gender	Race	Disability	Religion or belief	Lesbian, Gay or Bisexual	Transgender	Any other group (e.g. socially excluded)	Commentary
<p>CSP10 Community Infrastructure This policy aims to ensure that the necessary infrastructure associated with development is provided at the appropriate stage. The policy further presents guidance in relation to Developer Contribution requirements.</p>									By ensuring that development is accompanied by the necessary infrastructure to support it the wider community will gain overall benefit.
<p>CSP11 Affordable Housing This policy sets out the Borough Council's approach to securing affordable housing in the Borough to meet identified local needs.</p>									By seeking to increase the affordable housing supply in the Borough those unable to afford market housing will have improved opportunities to acquire a home for sale or rent. Those likely to gain the greatest benefits from the application of this policy are young people, the elderly and those on low incomes. With regard to disability this assessment relates to those disabilities acknowledged by housing waiting lists.
<p>CSP12 Housing Needs of the Community This policy seeks to ensure that new residential development contributes to the achievement of mixed and inclusive communities by providing a real choice of housing and considers the identified housing needs of different groups in the community.</p>									This policy seeks to secure a range of housing types, sizes and tenures to meet the differing needs of the wider community. It should have a positive impact on the elderly in terms of extra care accommodation, those with disabilities, people with young children (reference is made to Life Time Homes Standard) and the need to provide larger family homes.

Policy	Age (Young People/Older People)	Gender	Race	Disability	Religion or belief	Lesbian, Gay or Bisexual	Transgender	Any other (eg socially excluded)	Commentary
<p>CSP13 Provision of Gypsy and Traveller Sites This policy aims to provide where applicable and respond to the accommodation needs of Gypsies, Travellers and Travelling Showpeople within the wider context of meeting identified local housing needs.</p>									The policy aims to address the accommodation needs of Gypsies, Travellers and Travelling Showpeople. In addition to seeking to provide housing opportunities, the policy aims to enhance access to schools, shops, GPs and other facilities that will help reduce social exclusion.
<p>CSP14 Design and Sustainable Construction This policy promotes the importance of good design for creating safe, attractive, inclusive and sustainable communities and provides design objectives for new development. The policy further promotes the incorporation of sustainable design features within new development.</p>									High standards of good quality and sustainable design will provide overall benefits to the wider community. However, particular advantage could be achieved where good design responds to accessibility issues such as those felt by the elderly, parents with young children (i.e. mobility of prams/buggies) and those with disabilities (i.e. wheelchair users, partially sighted/blind).
<p>CSP15 Landscape and Character This policy aims to protect and enhance the distinctive landscape and historic character of the Borough by requiring new development to take account of potential impacts on the character and quality of the landscapes and built environment.</p>									It is unlikely that this policy would have a significant positive or negative impact upon any specific equality groups in the wider community.

Policy	Age (Young People/Older People)	Gender	Race	Disability	Religion or belief	Lesbian, Gay or Bisexual	Transgender	Any other group (e.g. socially excluded)	Commentary
<p>CSP16 Community Facilities and Places of Worship</p> <p>This policy provides the considerations to be taken into account in relation to proposals for community facilities and places of worship.</p>									<p>The policy seeks to ensure that proposed community facilities and places of worship are sustainable and provided in the right location. Because part of the policy relates to Places of Worship, there are likely to be benefits generated for those people in Belief or Religious equality groups.</p> <p>In itself this policy is unlikely to significantly affect any group in particular. However, positive benefits may be felt by the young, elderly people, those with a disability and other groups (such as those on low incomes) as traditionally people in these groups require the most accessible locations.</p>
<p>CSP17 Open Space and Facilities for Leisure, Recreation and Tourism</p> <p>This policy seeks to ensure that proposed sport and recreational facilities meet appropriate access, quality and quantity standards. The policy further provides guidance on the considerations to be taken account of in relation to new open space, leisure, recreational and tourism development.</p>									<p>The policy seeks to ensure that proposed open space, sport, recreational and leisure facilities meet appropriate standards and are provided in the right location.</p> <p>In itself this policy is unlikely to significantly affect any group in particular. However, positive benefits may be felt by the young, elderly people, those with a disability and other groups (such as those on low incomes) as traditionally people in these groups require the most accessible locations.</p>

Step 4 – Consultation

No	Question
7	What have service users/non-users or other stakeholders (including employees) already told you about the policy and any negative impacts? Who has been consulted and what methods were used?
	Key points have been summarised in the Statement of Consultation which is required to be prepared under Regulation 30(1)(d) of the Town and Country Planning (Local Development) (England) (Amendment) Regulations 2008. The Statement of Consultation also sets out who has been consulted and the methods used at consultation stage of the Core Strategy production.
	If you need to carry out further consultation, who will you be consulting with and by what methods?
	Not applicable at this stage. The Core Strategy has been submitted in readiness for independent Examination into its soundness/legal compliance. Once adopted there will be no further formal consultation although there is a 6 week period following resolution to adopt to allow for legal challenge.

Step 5 – Monitoring and Research

No	Question
8	How do we know whether our service is accessible to all groups?
	The Borough Council is satisfied that we have consulted all relevant groups in line with the Statement of Community Involvement for this strategic planning document as evidenced through the Regulation 30 (1)(d) Statement of Consultation. Policies in the Core Strategy will be monitored through the annual Monitoring Report. However, for long term plans such as the Core Strategy it is difficult to get meaningful returns annually and later documents will deal with more specific issues and groups.
	If there is a lack of information, what research will be carried out, and for which groups?
	No, not anticipated of this stage but preparation of later Development Plan Documents will flag up any gaps.
	If this is a new policy, or one that is not currently monitored, what are the arrangements to begin monitoring the actual impacts of the policy? (To go in action plan)
	Monitoring of indicators will be undertaken through the Annual Monitoring Report.

Step 6 – Equality Action Plan

Problem/barriers identified	Aim/objective	Actions to achieve aim/objective	Resources required	Target date
Language barriers	Provide Core Strategy in alternative languages on request	<ul style="list-style-type: none"> • Identify languages used within the Borough • Identify resources to overcome this barrier, such as Interpreters • Investigate Shared Services with other Councils/Agencies 	<ul style="list-style-type: none"> • Secure budget • Shared Services 	Ongoing
Keep research and evidence up to date and fill knowledge gaps as required	Ensure information and data on equality groups if contemporary	Keep evidence base under review and iterative	Secure budget and appropriate staffing levels	Ongoing
Arrangements for policy monitoring				
<ul style="list-style-type: none"> • Annual Monitoring Report • Collection and analysis of appropriate data • Utilisation of analysis software (CDPSmart) 				
Arrangements for reporting back on actions				
<ul style="list-style-type: none"> • Reports presented to Place Shaping Member Working Group for discussion • Reports presented to Full Council as and when required 				

Appendix A

Minutes of the

**SUBMISSION CORE STRATEGY
EQUALITY IMPACT ASSESSMENT
STEERING GROUP MEETING**

SUBMISSION CORE STRATEGY EQUALITY IMPACT ASSESSMENT

STEERING GROUP MEETING – 01.02.10

Attended by:

Rob Harbour, Head of the Built Environment
Lisa Rawling, Policy & Performance Officer
Adrian Thorpe, Forward Plans Manager
Jamie Carr, Planning Officer, Forward Plans
Edward Morgan, Planning Officer, Forward Plans

Apologies:

Kirstie Rea, Senior Planning Officer, Forward Plans

INTRODUCTION

Adrian Thorpe introduced the reasoning behind the need to discuss the Equality Impact Assessment and to have a discussion about the impact of each policy upon equality with an external challenger, Lisa Rawling.

This is a statutory document that the Borough Council must submit to the Planning Inspectorate to support the Submission Core Strategy document.

EQUALITY IMPACT ASSESSMENT

Core Strategy Policy 1 – Spatial Strategy for Development in the Borough of Oadby and Wigston

It was decided that there is no evidence to support the positive impact that the policy will have upon 'Age (Young People / Older People)' and therefore this is to be changed to a 'neutral impact'.

It was agreed that all of the other categories should remain as they have been designated.

Core Strategy Policy 2 – Development in the Centres of Oadby, Wigston and South Wigston

It was argued that this will not have positive impact upon the 'Age' category. However, it was counter-argued that it does because by focussing development in accessible places, this will benefit groups relying upon public transport. Therefore, young / elderly people will benefit through the implementation of this policy.

It was concluded that all categories are to remain the same for this policy.

Core Strategy Policy 3 – Regeneration Schemes

This policy would almost definitely have a positive impact upon disabled people. If a site / building is re-developed, it will have to meet modern day build standards and therefore that will be of benefit to disabled people.

In the commentary section of the table, reference to improving 'community cohesion' should be removed.

All of the other categories should remain as they are.

Core Strategy Policy 4 – Sustainable Transport and Accessibility

This policy will positively impact the ‘Age’ / ‘Disability’ / ‘Socially Excluded’ groups because it will have a positive impact upon accessibility of services and facilities.

It was concluded that all categories are to remain the same for this policy.

Core Strategy Policy 5 – Green Infrastructure

It was agreed that the Borough Council does not have evidence to support the reason for every category to be positively impacted upon by this policy. It was therefore decided that all categories should be changed to ‘neutral impact’.

Core Strategy Policy 6 – Green Wedges

For the same logic as with the Core Strategy Policy 5, there is no evidence to support the justification for putting ‘positive impact’ for all categories under this policy. Therefore, it was decided that all categories should be changed to ‘neutral impact’.

Core Strategy Policy 7 – The Countryside

The designation of ‘neutral impact’ was agreed by all parties for this policy.

Core Strategy Policy 8 – Climate Change and Renewable Energy

The ‘Disabled’ category should be amended to illustrate a ‘neutral impact’ rather than ‘positive’. The rest of the recommendations can remain as they are because this policy will have a ‘positive’ impact upon the ‘Socially Excluded’ and ‘Age’ categories.

Core Strategy Policy 9 – Flood Risk and the Water Environment

It was agreed that this policy should be listed as having a ‘neutral impact’ across all the categories. Policy 9 will not have a particular impact upon any one category more than the others.

Core Strategy Policy 10 – Community Infrastructure

It was agreed that this policy should be listed as having a ‘neutral impact’ across all the categories. Policy 10 will not have a particular impact upon any one category more than the others.

This policy seeks to ensure that an adequate supply of new infrastructure to support growth is sought through the collection of a justified developer contribution for new schemes where appropriate.

Core Strategy Policy 11 – Affordable Housing

The ‘Disability’ category should be changed to a ‘positive impact’ because the social housing waiting list considers disability as part of the criteria for assessing people’s application for this type of accommodation.

It was agreed that reference to ‘social exclusion’ in the commentary should be taken out.

Core Strategy Policy 12 – Housing Needs of the Community

The impact that this policy will have upon 'Race' should be fully considered. If the Leicester and Leicestershire Strategic Housing Market Assessment support such, this category should be amended to 'positive impact'.

The rest of these categories should remain the same.

Core Strategy Policy 13 – Provision of Gypsy and Traveller Sites

It was concluded that all categories are to remain the same for this policy.

Core Strategy Policy 14 – Design and Sustainable Construction

The 'Gender' category should be neutral because the impact that this policy has upon this cannot be evidenced. The rest of the categories should remain the same.

Core Strategy Policy 15 – Landscape and Character

It was concluded that all categories are to remain the same for this policy.

Core Strategy Policy 16 – Community Facilities and Places of Worship

'Religion or Belief' / 'Age' / 'Disability' / 'Socially Excluded' should be changed to having a 'positive impact'. The rest of the categories should remain the same.

Core Strategy Policy 17 – Open Space and Facilities for Leisure, Recreation and Transport

'Age' / 'Disability' / 'Socially Excluded' should be changed to having a 'positive impact'. The rest of the categories should remain the same.