



Borough of Oadby & Wigston

Directorate of Community Services

Publication Town Centre Area Action Plan

Development Plan Document

Equality Analysis Pro-forma



**Directorate of Community Services
Oadby and Wigston Borough Council
October 2011**

Equality Impact Assessment

Title of the policy	Town Centre Area Action Plan Development Plan Document
Date	19 September 2011
Lead Officer	Adrian Thorpe
Who else is involved in undertaking this assessment?	Kirstie Rea – Senior Forward Planning Officer Jamie Carr – Forward Planning Officer Edward Morgan – Forward Planning Officer Helen Gregory – Countryside and Biodiversity Officer

Step 1 – Overview of policy/function being assessed

<p>A. Outline: What is the purpose of this policy? (specify aims and objectives)</p> <p>The Town Centre Area Action Plan Development Plan Document 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. It will provide a policy framework to regenerate and revitalize the centres of Wigston and Oadby, which has been identified as a key issue and challenge as part of the adopted Core Strategy.</p> <p>The proposed outcomes will be:</p> <ul style="list-style-type: none"> • To expand on the policies within the adopted Core Strategy where they relate to the Centre's of Oadby and Wigston. • To provide the strategic vision and confirm the spatial objectives for the future development and regeneration of the centre's of Wigston and Oadby • Provide clarity about what development is required and where; to contribute to the formation and maintenance of sustainable communities • To improve the quality of the built environment within the centres of Wigston and Oadby, so that the public areas are clean, safe, accessible and attractive. • includes policies and approaches to help address identified development needs/requirements of all people living, working or having an interest in the Borough <p>In essence the Town Centres Area Action Plan seeks to encourage high quality sustainable development within the centres of Wigston and Oadby in order to provide improved retail, housing and employment opportunities for residents. All development will be fully accessible and designed to reduce reliance on the private car, as well as promoting social cohesion and interaction and reducing crime and the fear of crime.</p>
<p>C. Which groups have been consulted as part of the creation or review of the policy?</p> <p>The Borough Council's local planning function aims to create policies and strategies that benefit all resident communities and those who work, visit or have an interest in the Borough. The Forward Planning team maintain an electronic consultee database which contains the details of individuals and groups that have been approached or have shown an interest in being consulted with in relation to all or specific local planning documents. Specific representative groups have been targeted to ensure the views and needs of particular and hard to reach groups are taken into account. This is in line with the Borough Council's adopted Statement of Community Involvement (list of consultees under Appendix 4).</p> <p>In addition, policy documents prepared by the Forward Planning team are normally subject to Sustainability Appraisal in order to accord with EU Strategic Environmental Assessment (SEA) Directive 2001/42/EC and S19(5) of the Planning and Compulsory Purchase Act 2004. The</p>

Sustainability Appraisal is an appraisal of the economic, social and environmental sustainability of the plan. Therefore, key sustainability issues as they relate to social themes are considered right from the outset of plan making. The key sustainability issues are those that seek to improve the quality of people's lives while not damaging our local and global environment. The key sustainability issues considered were primarily developed from:

- Consultation using a questionnaire and consultation forum;
- Review of other relevant plans and programmes;
- Collection of social, economic and environmental baseline data; and
- Identification of the current social, economic and environmental situation in the Borough

The Forward Planning team actively encourages as many different groups as possible to attend consultation events and generally air their views about proposals being consulted about.

Step 2 – What we already know and where there are gaps

A. List any existing information/data do you have/monitor about different diverse groups in relation to this policy? Such as in relation to ethnicity, religion, sexual orientation, disability, age, gender, transgender etc.

Data/information such as:

- **Consultation**
- **Previous Equality Impact Assessments**
- **Demographic information**
- **Anecdotal and other evidence**

Basic demographic, social and economic data on Oadby and Wigston Borough's population has been collected and analysed to inform the policies and proposals in the Town Centres Area Action Plan. This was in addition to the data and evidence base studies that were prepared in order to inform the development of the Borough Council's Core Strategy (adopted September 2010). The Town Centres Area Action Plan expands on the policies in relation to Town Centres as contained in the adopted Core Strategy so much of the evidence and data held was still relevant. Examples, of some of the relevant evidence studies are:

- Faith Community Profile and Places of Worship Needs Assessment (December 2008)
- Cultural Strategy Action Plan (June 2008)
- The State of Oadby and Wigston (October 2008)
- Strategic Housing Market Assessment (December 2008)
- Gypsy and Traveller Accommodation Needs Assessment (April 2007)
- Leicestershire Supporting People Strategy (March 2005)
- Sustainability Appraisal (ongoing)

As is statutorily required under the Town and Country Planning (Local Development) (England) (Amendment) Regulations 2008, the Town Centres Area Action Plan has been subject to several stages of formal public consultation. These regulatory stages of consultation are used to develop and refine the policies and proposals in an emerging plan. The Town Centres Area Action Plan has been through the following formal stages of consultation. These formal stages were for a minimum of 6 weeks and involved such consultation methods as workshops, staffed consultation events, leaflets, press releases and articles in the Borough Council's Letterbox residents news letter. There was also an initial stage of stakeholder engagement to which a wide variety of different groups were invited to come to a consultation workshop to help garner as many views from different groups about what people wanted to see happen in the town centres:

- Baseline Stakeholder engagement event – March 2007
- Issue and Options Public Consultation – June to August 2007
- Preferred Options Public Consultation – November to December 2007

- Addendum Preferred Options Public Consultation – November 2008 to January 2009

An Equality Impact Assessment was prepared for the Core Strategy as part of the submission and examination process. This has been used as the baseline for this Equality Analysis as much of the impact is the same or broadly similar especially as the Town Centres Area Action Plan builds on the policies for Town Centres contained in the adopted Core Strategy. A copy of the Equality Impact Assessment of the Core Strategy is attached.

B. What does this information / data tell you about diverse group? If you do not hold or have access to any data/information on diverse groups, what do you need to begin collating / monitoring? (please list)

The information collected helped give us a picture of the range of diverse groups resident or who have an interest in the Borough. It also helped to highlight which groups had particular needs and where those needs should be met or what policies needed to be put in place to help address those needs. For example, from our research and ongoing consultation we have planned for further community facilities such a place of worship and also health care facilities.

Although consultation and evidence gathering carried out for planning purposes is designed to encompass all groups it is still evident there is a lack of specific data/information about some of the protected characteristics, namely information related to gender, sexual orientation, transgender and pregnancy and maternity. To address this gap we intend to include an equality monitoring questionnaire with our next period of formal public consultation.

Step 3 – Do we need to seek the views of others? If so, who?

A. In light of the answers you have given in step 2, do you need to consult with specific groups to identify needs / issues? If not please explain why.

Although as set out at Step 2 the evidence gathering, research and consultation carried out to date has endeavoured to encompass any and all groups that are resident or have an interest in the Borough, it is evident there are still specific protected characteristics that it would be advantageous to seek out representative groups to include in the further rounds of consultation. Steps will be taken to identify representative groups that cover Oadby and Wigston Borough that have a particular focus on the following protected characteristics:





- Gender;
- Sexual Orientation;
- Transgender; and
- Pregnancy and Maternity











Step 4 – Assessing the Impacts













































In light of any data/consultation/information and your own knowledge and awareness, please identify whether the policy has a positive or negative on the groups specified and provide an explanation for your decision. (please refer to the general duties on the front page)























The Town Centre Area Action Plan Development Plan Document contains a collection of 21 individual policies which will be used as the basis for determining development proposals within the centres of Wigston and Oadby. The planning policies are designed to guide and inform development proposals and decisions to ensure they are appropriate, deliverable and sustainable. Because the Town Centre Area Action Plan Development Plan Document contains several policies, each one has been analyzed separately against each protected characteristic and their effects measured by way of a impact matrix as detailed below. This was the same process employed in assessing the Core Strategy and the impact on equalities of its policies. As the Town Centre Area Action Plan Development Plan Document is an expansion of the Core Strategy there will be many similarities to the impacts highlighted through the Core Strategy Equalities Impact Assessment.






















Key:

Symbol	Likely Impact
	Positive Impact
	Negative Impact
	Unknown – depends on policy implementation
	Neutral Impact











Policy	Age	Disability (physical, visual, hearing, learning disabilities, mental health)	Gender/Sex	Religious Belief	Racial Group	Sexual Orientation	Transgender	Other protected groups (pregnancy and maternity, marriage and civil partnership)	Other socially excluded groups (low literacy, priority neighbourhoods, socio-economic, etc)	All	Commentary
<p>Area Action Plan Policy 1 – Town Centre Boundaries. This policy seeks to consolidate the town centre boundaries for Wigston and Oadby. It further seeks to direct planned retail, leisure and commercial proposals to appropriate locations within the primary and secondary frontages defined in each centre.</p>											<p>By consolidating the town and district boundaries, access to established services and infrastructure can be maximized 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>Area Action Plan Policy 2 – Primary Frontages. This policy provides the definition and extent of the primary frontages at ground floor level and acceptable use class limits for each town centre.</p>												<p>As a development management policy, application of this policy on development proposals will likely result in a neutral impact for most groups.</p>
<p>Area Action Plan Policy 3 - Secondary Frontages. This policy provides the definition and extent of secondary frontages at ground floor level and what use classes are acceptable and in what concentration in these areas for the town centres of Wigston and Oadby.</p>												<p>As a development management policy, application of this policy on development proposals will likely result in a neutral impact for most groups.</p>
<p>Area Action Plan Policy 4 - Other Areas within the Town Centre Boundary. This policy provides the position with regards to development proposals beyond the primary and secondary frontages but within the town centre boundaries for Wigston and Oadby.</p>												<p>As a development management policy, application of this policy on development proposals will likely result in a neutral impact for most groups.</p>
<p>Area Action Plan Policy 5 - Other Areas within the Area Action Plan Boundary. This policy provides the position with</p>												<p>As a development management policy, application of this policy on development proposals will likely result in a</p>











<p>regards to development proposals outside of the town or district centre boundary but within the Area Action Plan boundaries of Wigston and Oadby.</p>												<p>neutral impact for most groups.</p>
<p>Area Action Plan Policy 6 - Shop Fronts. This policy provides guidance in relation to the installation of new or replacement shop fronts within the town centres of Wigston and Oadby.</p>												<p>As a development management policy there may be limited impact on most groups. However, good quality and sustainable design provides overall benefits to the wider community. 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). In addition, there are strict design and access standards such as those contained in Part M of the Building Regulations and the Disability Discrimination Act 1995.</p>
<p>Area Action Plan Policy 7 - Security Shutters. This policy provides guidance in</p>												<p>As a development management policy, application of this policy</p>












<p>relation to the installation of security shutters within the town centres of Wigston and Oadby.</p>												<p>on development proposals will likely result in a neutral impact for most groups.</p>
<p>Area Action Plan Policy 8 - Use of Upper Floors. This policy provides guidance in relation to proposals for change of use of upper floors within the town centres of Wigston and Oadby.</p>												<p>As a development management policy, application of this policy on development proposals will likely result in a neutral impact for most groups. However, the use of upper floors for offices or community uses may lead to accessibility difficulties, for example those with impaired mobility, parents with pushchairs, if the only access to such premises was via the stairs.</p>
<p>Area Action Plan Policy 9 - Hot Food Takeaways. This policy provides guidance in relation to proposals for new hot food takeaway within the town centres of Wigston and Oadby.</p>											<p>As a development management policy, application of this policy on development proposals will likely result in a neutral impact for most groups. Although it is acknowledged that there is evidence that food from hot food takeaways can contribute to rising obesity rates, particularly in children and young people, this policy is only concerned with lessening</p>	

												the impact of new hot food takeaway proposals on the town centres in terms of vitality and viability. However, successful application of this policy should result in a restriction of the over concentration of hot food takeaways in the town centre where they adversely impact the vitality and viability.
Area Action Plan Policy 10 – Taxis. This policy provides guidance in relation to proposals for offices for taxi companies within the town centres of Wigston and Oadby.												As a development management policy, application of this policy on development proposals will likely result in a neutral impact for most groups.
Area Action Plan Policy 11 - Public Realm. This policy provides guidance in relation to the need to consider public realm improvement for significant development proposals and general considerations regarding public realm within the town centres of Wigston and Oadby.												By ensuring that new significant development proposals consider public realm improvements overall benefits will be gained by the wider community and all protected characteristic groups within the wider community. When schemes are submitted they will need to be determined in accordance with strict design and access standards such as











											<p>those contained in Part M of the Building Regulations and the Disability Discrimination Act 1995 also. Wider equality issues will also need to be taken into account to ensure that protected characteristic groups are not unknowingly discriminated against.</p>
<p>Area Action Plan Policy 12 - Transport and Movement. This policy requires all development proposals to demonstrate that they are accessible by the full choice of sustainable travel modes as alternatives to the private car within the town centres of Wigston and Oadby.</p>											<p>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. Where development is located close to public transport networks improvements to accessibility to facilities and services should be felt, thus helping to reduce social exclusion.</p>












<p>Area Action Plan Policy 13 - Implementation of the Wigston Town Centre Masterplan. This policy provides guidance as to the development requirements for Wigston town centre which are in line with the principles of the Wigston town centre masterplan.</p>												<p>This policy sets out what type and scale of development the Borough Council expects to see delivered in Wigston centre. Facilitating improvements to areas of need through regeneration and reinvestment will bring many benefits to the overall community. New development will provide opportunities such as affordable and decent housing, improved health care provision, increased job prospects from new retail and commercial premises and improved access and movement. In addition, redevelopment through regeneration must meet strict design and access standards such as those advocated by Part M of the Building Regulations and the Disability Discrimination Act 1995.</p> <p>Reducing the need to travel and improving the local provision of goods and essential services is likely to provide greater</p>
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											<p>benefits to the wider community but in particular may aid those on low incomes or with reduced mobility. It should also help to improve social cohesion and community inclusion, which are aims set out in Planning Policy Statement 1 Delivering Sustainable Development.</p>
<p>Area Action Plan Policy 14 – Burgess Junction. This policy provides guidance and development targets as to the comprehensive redevelopment potential of ‘Burgess Junction’ in Wigston town centre.</p>											<p>This policy sets out what type and scale of development the Borough Council expects to see delivered in the defined regeneration area of Burgess Junction within Wigston centre. Facilitating improvements to areas of need through regeneration and reinvestment will bring many benefits to the overall community. Proposed new development for this area will include: improved health care provision, increased job prospects and consumer choice from new retail and commercial premises and improved accessibility and public realm. Redevelopment through regeneration must</p>

											<p>meet strict design and access standards such as those advocated by Part M of the Building Regulations and the Disability Discrimination Act 1995.</p> <p>Reducing the need to travel and improving the local provision of goods and essential services is likely to provide greater benefits to the wider community but in particular may aid those on low incomes or with reduced mobility. It should also help to improve social cohesion and community inclusion, which are aims set out in Planning Policy Statement 1 Delivering Sustainable Development.</p>	
<p>Area Action Plan Policy 15 – Long Lanes. This policy provides guidance and development targets for the residential-led redevelopment potential of the defined Long Lanes regeneration area in Wigston town centre.</p>												<p>This policy sets out what type and scale of development the Borough Council expects to see delivered in the defined regeneration area of Long Lanes within Wigston centre. Facilitating improvements to areas of need through regeneration and reinvestment will bring many benefits to the</p>












										<p>overall community. Proposed new development for this area will include: affordable and decent housing, increased recreational opportunities and consumer choice from new retail and leisure premises and improved accessibility and movement.</p> <p>Redevelopment through regeneration must meet strict design and access standards such as those advocated by Part M of the Building Regulations and the Disability Discrimination Act 1995.</p> <p>Reducing the need to travel and improving the local provision of goods and essential services is likely to provide greater benefits to the wider community but in particular may aid those on low incomes or with reduced mobility. It should also help to improve social cohesion and community inclusion, which are aims set out in Planning Policy Statement 1 Delivering Sustainable Development.</p>
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<p>Area Action Plan Policy 16 – Chapel Mill. This policy provides guidance and development targets for the defined Chapel Mill regeneration area which includes improvements to the public realm around Bell Street.</p>											<p>This policy sets out what type and scale of development the Borough Council expects to see delivered in the defined regeneration area of Chapel Mill within Wigston centre. Facilitating improvements to areas of need through regeneration and reinvestment will bring many benefits to the overall community. Proposed new development for this area will include: increased job opportunities and consumer choice from new office and retail premises, a new public town square and improved accessibility and movement. Redevelopment through regeneration must meet strict design and access standards such as those advocated by Part M of the Building Regulations and the Disability Discrimination Act 1995. Reducing the need to travel and improving the local provision of goods</p>
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											and essential services is likely to provide greater benefits to the wider community but in particular may aid those on low incomes or with reduced mobility. Provision of a new public town square may help to improve social cohesion and community inclusion, which are aims set out in Planning Policy Statement 1 Delivering Sustainable Development.	
<p>Area Action Plan Policy 17 – Implementation of the Oadby District Centre Materplan. This policy provides guidance as to the development requirements for Oadby district centre which are in line with the principles of the Oadby district centre masterplan.</p>												<p>This policy sets out what type and scale of development the Borough Council expects to see delivered in Oadby district centre. Facilitating improvements to areas of need through regeneration and reinvestment will bring many benefits to the overall community. New development will provide opportunities such as affordable and decent housing, community facility provision, increased job prospects from new retail and commercial premises and improved access and movement. In addition,</p>

											<p>redevelopment through regeneration must meet strict design and access standards such as those advocated by Part M of the Building Regulations and the Disability Discrimination Act 1995.</p> <p>Reducing the need to travel and improving the local provision of goods and essential services is likely to provide greater benefits to the wider community but in particular may aid those on low incomes, differing faith groups or those with reduced mobility. It should also help to improve social cohesion and community inclusion, which are aims set out in Planning Policy Statement 1 Delivering Sustainable Development</p>
<p>Area Action Plan Policy 18 – Brooksby. This policy provides guidance and development targets for the defined Brooksby regeneration area in Oadby district centre.</p>											<p>This policy sets out what type and scale of development the Borough Council expects to see delivered in the defined regeneration area of Brooksby within Oadby centre. Facilitating improvements to areas of</p>

										<p>need through regeneration and reinvestment will bring many benefits to the overall community.</p> <p>Proposed new development for this area will include: affordable and decent housing, increased job opportunities and consumer choice from new commercial and retail premises, a new public square and improved accessibility and movement.</p> <p>Redevelopment through regeneration must meet strict design and access standards such as those advocated by Part M of the Building Regulations and the Disability Discrimination Act 1995.</p> <p>Reducing the need to travel and improving the local provision of goods and essential services is likely to provide greater benefits to the wider community but in particular may aid those on low incomes or with reduced mobility.</p> <p>Provision of a new public town square may help to</p>
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											improve social cohesion and community inclusion, which are aims set out in Planning Policy Statement 1 Delivering Sustainable Development	
<p>Area Action Plan Policy 19 – Baxter’s Yard. This policy provides guidance and development targets for the defined Baxter’s Yard regeneration area in Oadby district centre.</p>												<p>This policy sets out what type and scale of development the Borough Council expects to see delivered in the defined regeneration area of Baxter’s Yard within Oadby centre. Facilitating improvements to areas of need through regeneration and reinvestment will bring many benefits to the overall community. Proposed new development for this area will include: increased job opportunities and consumer choice from new office and retail premises, community facility provision and improved accessibility and movement. Redevelopment through regeneration must meet strict design and access standards such as those advocated by Part M of the Building Regulations and the Disability</p>

											<p>Discrimination Act 1995.</p> <p>Reducing the need to travel and improving the local provision of goods and essential services is likely to provide greater benefits to the wider community but in particular may aid those on low incomes or with reduced mobility. The provision of a new community facility in the shape of a place of worship is likely to have an impact on equality groups related to religious belief and racial background but this will depend on the type of community facility which gains permission on this site. It may also help to improve social cohesion and community inclusion, which are aims set out in Planning Policy Statement 1 Delivering Sustainable Development</p>
<p>Area Action Plan Policy 20 – The Parade. This policy seeks to encourage public realm improvements along The Parade in Oadby district centre.</p>											<p>The commitment to seek opportunities to improve the public realm along The Parade is unlikely to have any differential impact on all protected characteristic</p>

<p>Area Action Plan Policy 21 – Other Opportunities within Oadby. This policy provides guidance in relation to the potential redevelopment opportunities in Oadby district centre.</p>	↔	↔	↔	↔	↔	↔	↔	↔	↔	↔	<p>groups.</p> <p>The commitment in this policy to encourage redevelopment of The Precinct and retail units at Chestnut Avenue is unlikely to have any differential impact on all protected characteristic groups at this time. Should detailed proposals be submitted the potential impact on equality groups will be assessed at that time.</p>
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Step 5 – Action Plan

Please include any identified concerns/actions/issues in this action plan: The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan			
Problem/Barrier Identified	Action	Responsible Officer	Target Date
Keep research and evidence up to date and fill knowledge gaps as required	<ul style="list-style-type: none"> Ensure information and data on equality groups is contemporary Keep evidence base under review and iterative 	Adrian Thorpe	Annually as part of current monitoring regime
Identify representative groups in relation to protective characteristics to add to Forward Plans consultee database	Research relevant contacts (see text at Step 3 above)	Kirstie Rea	By 21/10/11 (prior to start of publication stage consultation)
Undertake equality monitoring of consultees	Design an appropriate questionnaire for inclusion in next stage of consultation on Town Centres Area Action Plan (to begin 28/10/11)	Kirstie Rea	By 21/10/11 (prior to start of publication stage consultation)

Step 6 – Who needs to know about the outcomes of this assessment and how will they be informed

	Who needs to know (Please tick)	How they will be informed (we have a legal duty to publish EIA's)
Employees	NA	
Service users	✓	

Partners and stakeholders	✓	Council offices, local libraries in the Borough and on the Borough Council's web site. An advertisement must also be placed in the local press to inform that the Town Centre Area Action Plan Development Plan Document has been published for consultation. A press release is also produced and similarly an article is normally printed in the Borough Council's Letterbox publication.
Others	✓	
To ensure ease of access, what other communication needs/concerns are there?	Language barriers	As a diverse Borough there is potential that some residents or representative groups may require documents in other languages. In order to overcome this barrier, documents in alternative languages can be accommodated on request. Interpreters can also be utilised to facilitate discussions where required also i.e. at consultation events or the Examination in Public.

Step 7 – Conclusion (to be completed and signed by the Service Head)

Please delete as appropriate
I agree / disagree with this assessment / action plan
If <i>disagree</i>, state action/s required, reasons and details of who is to carry them out with timescales:
Signed (Service Head):
Date: