



South Cambridgeshire Local Plan Submission
Sustainability Appraisal

Appendix 14:
Equalities Impact Assessment

Prepared for:
South Cambridgeshire District Council

Prepared by:
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Exeter, UK

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Version Control Record				
Issue	Description of Status	Date	Reviewer Initials	Author Initials
1	Final	June 2013	VTT	SCDC
2	Final for Submission	March 2014	LV	SCDC/VTT

1 Introduction

This Equalities Impact Assessment (EqIA) was solely undertaken by South Cambridgeshire District Council (SCDC) and is reproduced here to be reported as part of the SA.

The EqIA was revisited following the proposed modifications to the Local Plan in February 2014. The council concluded that none of the proposed changes are of significance for the EqIA. Therefore the previous assessment findings, documented in this report, remain pertinent.

A. POLICY, PRACTICE, FUNCTION OR PROJECT TO BE ASSESSED
<p>A1. Please describe what are the main aims, objectives, purpose and intended outcomes of the policy or function?</p> <p>The Local Plan will address the development needs of the district to 2031, and provide policy guidance for the consideration of planning applications.</p>
<p>A2. Is this policy or function associated with any other Council policy or priority?</p> <p>The Local Plan will help deliver the Council's long term vision and specifically deliver three Council Actions for 2013 - 2018:</p> <ul style="list-style-type: none"> • A7. Ensure the South Cambs Local Plan and Community Infrastructure Framework are based on effective engagement • B6. Work with partners to deliver an effective collaborative approach to strategic planning, transport and drainage • B7. Ensure the effective delivery of Northstowe and other new communities • C4. Address the accommodation needs of Gypsies and Travellers
<p>A3. Who are the intended beneficiaries/stakeholders of the policy or function? How many people are affected and from what sections of the community?</p> <p>The Local Plan affects all the Council's residents, especially direct service recipients, partners in the public, private and voluntary sectors, central government, businesses and visitors to the district. They have a specific impact on the Council's Members and staff, who are responsible for their development and implementation of the Local Plan.</p>
<p>A4. Is the policy/function corporate and far-reaching?</p> <p>Yes.</p>
<p>A5. Are you expecting to make any significant change to the policy or service in the near future? If so, please give details.</p> <p>The Local Plan preparation process involves a significant review of policy.</p>
<p>A6. Is this a new or existing policy or function?</p> <p>The Local Plan will review elements of the existing Local Development Framework, in particular the Core Strategy, Development Control Policies, Site Specific Policies, and the remaining saved policy from the Local Plan 2004.</p>

<p>B. EVIDENCE/ DATA and CONSULTATION</p> <p>It is important to consider all information that is available in determining whether the policy or function could have a differential impact. Please attach examples of monitoring information, research or consultation reports.</p>

<p>B1. What monitoring or other information do you have about relevant target groups, which will show the impact of the policy or function? Information has been collated in the Sustainability Appraisal Scoping Report, which accompanies the plan.</p>		
<p>B2. Have you compared the data you have with the equality profile of the local population? What does it show? Information has been collated in the Sustainability Appraisal Scoping Report, which accompanies the plan.</p>		
<p>B3. Have you identified any improvements or other changes that could be made from monitoring the data? The Scoping Report helped identify issues to consider through the issues and options process, which have subsequently been addressed in the draft Local Plan.</p>		
<p>B4. Have you consulted or involved external stakeholders about the policy or function? If so, what were their views? There have been two significant public consultation exercises on issues and options for the new local plan. A wide range of comments were received. A summary of all the comments received is available on the Council's website.</p>		
<p>B5. Have you undertaken any consultation with staff to assess their perception of any impacts of the policy or function? If so, what has been learnt from them? Consultation with the Council's Equalities Officer.</p>		
<p>B6. Please provide information about any other consultation, research, or involvement undertaken in relation to this impact assessment. Assessment has been integrated with the Sustainability Appraisal process, to ensure EQiA is integral to the plan making process. Each option for the plan and policies was subject to testing against the objective to 'Redress inequalities related to age, disability, gender assignment, race, faith, location and income'</p>		
<p>C1. IMPACT OF THE POLICY OR FUNCTION Assess the potential impact on each of the following protected characteristics. The impact could be negative, positive or neutral. If you assess a negative impact for any of the groups then you will need to assess whether that impact is low, medium or high. Refer to the evidence you use.</p>		
DESCRIPTION OF IMPACT	Nature of Impact (Positive, Neutral, Adverse)	Extent of Impact (Low, Medium, High)
AGE: Identify the potential impact of the policy or function on different age groups.		

<p>Policies in the draft Local Plan address issues including:</p> <ul style="list-style-type: none"> • Requires a proportion of homes to be ‘Lifetime Homes’ • Design-out crime and create an environment that is created for people that is and feels safe, and has a strong community focus. • Access to education, services, facilities and transport has been considered when testing development site options. • Requires health impact assessment for new developments • Seeks permeable development with ease of movement and access for all users and abilities • Seeks to protect existing services to maintain accessibility • Meeting community needs in new developments specifically refers to meeting the needs of different age groups. 	<p>Positive</p>	
<p>DISABILITY: Identify the potential impact of the policy or function on disabled people.</p>		
<p>Policies in the draft Local Plan address issues including:</p> <ul style="list-style-type: none"> • Seeks permeable development with ease of movement and access for all users and abilities, and good access to public buildings, including for those with limited mobility or those with other impairment such as of sight or hearing • Meeting community needs in new developments specifically refers to meeting the needs of different groups including people with disabilities • ‘Lifetime Homes’ for Disabled people. • Car parking to meet the needs of people with impaired mobility • Requires health impact assessment for new developments 	<p>Positive</p>	
<p>GENDER REASSIGNMENT: Identify the potential impact of the policy or function on people that have changed gender identity.</p>		
<p>The issues addressed in the Local Plan are inclusive to people who have undergone or are undergoing gender reassignment, but is not specific to gender reassignment. The Local Plan seeks the development of safe and inclusive communities.</p>	<p>Neutral</p>	
<p>MARRIAGE AND CIVIL PARTNERSHIPS: Identify the potential impact of the policy or function on people who are married or in a civil partnership.</p>		

<p>The Local Plan is inclusive to people regardless of their marital status, but is not specific to marriage or civil partnerships. The Local Plan seeks the development of safe and inclusive communities.</p>	<p>Neutral</p>	
<p>PREGNANCY AND MATERNITY: Identify the potential impact of the policy or function on pregnant or maternal mothers and those women who wish to breastfeed.</p>		
<p>Policies in the draft Local Plan address issues including:</p> <ul style="list-style-type: none"> • Access to services and facilities, such as medical centres and community centres has been considered when identifying site allocations, and considering the settlement hierarchy. • Includes policies which seek to ensure facilities are delivered to meet community needs in new developments. • Requires health impact assessment for new developments 	<p>Positive</p>	
<p>RACE: Identify the potential impact of the policy or function on different ethnic groups, including national origins, colour and nationality.</p>		
<p>Policies in the draft Local Plan address issues including:</p> <ul style="list-style-type: none"> • Policies which seek the delivery of services and facilities to create inclusive communities • Sets Targets for the provision of accommodation for Gypsies and Travellers and travelling showpeople, and how they should be addressed. 	<p>Positive</p>	
<p>RELIGION/BELIEF: Identify the potential impact the policy or function on different religious/faith groups.</p>		
<p>Policies in the draft Local Plan address issues including:</p> <ul style="list-style-type: none"> • Meeting community needs in new developments specifically refers to meeting the needs of different groups including faith groups 	<p>Positive</p>	
<p>SEX: Identify the potential impact of the policy or function on men and women.</p>		
<p>The Local Plan is inclusive to people regardless of their sex, but is not specific to men and women. The Local Plan seeks the development of safe and inclusive communities.</p>	<p>Neutral</p>	
<p>SEXUAL ORIENTATION: Identify the potential impact of the policy or function on lesbian, gay men, bisexual or heterosexual people.</p>		
<p>The Local Plan is inclusive to people regardless of their sexual orientation, but is not specific to lesbian, gay men, bisexual or heterosexual people. The Local Plan seeks the development of safe and inclusive communities.</p>	<p>Neutral</p>	

OTHER CHARACTERISTIC SPECIFIC TO SOUTH CAMBRIDGESHIRE – RURALITY: Identify the potential impact of the policy or function on people who are rurally isolated.		
<p>Policies in the draft Local Plan address issues including:</p> <ul style="list-style-type: none"> • Support for retention of local employment, facilities and services in rural areas. • Support for farm diversification and development of the rural economy • Supports the development of village shops • Supports delivery of affordable housing through rural exception sites • Access to services, facilities and transport has been considered when testing development site options, and developing the settlement hierarchy 	Positive	

PLEASE NOTE: Following completion of the section above, if the nature of the impact is adverse then you may need to proceed to a full equality impact assessment.

<p>C2. Could you minimise or remove any adverse or potential impact that is high, medium or low significance, in advance of a full impact assessment? Explain how.</p> <p>N/A</p>
<p>C3. Does the policy or function actively promote equal opportunities and good community relations? Or could changes be made so that it does so?</p> <p>Yes.</p>
<p>C4. Please provide any further information, qualitative or quantitative that does not fit into the questions but you feel has a likely impact on this assessment.</p> <p>The Sustainability Appraisal has considered the impact of individual policies and site options on objectives to redress inequalities, and a number of other issues related to rurality.</p>

D. CONCLUSIONS			
D1. Was there sufficient data to complete the partial assessment?	Yes?	X	If “NO”, what arrangements are in place for evidence gathering and continuing with the assessment?
	No?		
ED2. Is the outcome of the partial assessment that the policy or function would have an adverse impact (medium or high impact) on one or more target group?	Yes?		If “YES”, will you proceed to a full assessment? If so, what arrangements are in place to carry out the full assessment?
	No?	X	
D3. Is the outcome of the partial assessment that the policy or function would have a neutral or positive impact on equalities?	Yes?	X	If “YES”, have you included proposals in the Action Plan to further improve the impact of the policy or function on equalities?
	No?		Do you plan to review the service or policy again in future to assess whether there has been any change? If so, when?
D4. Do you have any other conclusions/outcomes from the partial assessment?			
The impact of the Local Plan will be monitored, and the plan will be subject to regular review.			

ACTION PLAN for enhancing existing practice

Recommendation/ issue to be addressed	Planned Milestone	Planned completion of milestone (date)	Officer Responsible	Progress
Review issues following public consultation.	Issues and Options Public Consultation July – September 2012.	Planning Policy Team		COMPLETE
Carry out EQiA of the Draft Plan, prior to further public consultation.	Winter 2012 / Spring 2013	Planning Policy Team		COMPLETE
Review any changes resulting from public consultation	Autumn 2013	Planning Policy Team		COMPLETE

Resources

Does the above action plan require any additional resources?

No

Arrangements for Monitoring

Please give your plans for monitoring the achievement of the above actions.

Monitored in the Annual Monitoring Report.