

## Equality Impact Assessment

<b>Title of the policy/report /strategy/service</b>	Harborough Local Plan 2011 to 2031 (adoption version)
<b>Date</b>	28 <sup>th</sup> March 2019
<b>Lead Officer</b>	Lesley Aspinall
<b>Who else is involved in undertaking this assessment?</b>	Strategic Planning Team, Equality Officer

### Step 1 – Overview of policy/function being assessed

<b>A. Outline: What is the purpose of this policy? (specify aims and objectives)</b>
The purpose of the plan is to direct all development in the district over a 20 year period
<b>B. What specific groups is the policy designed to affect/impact?</b>
All groups, with a specific remit to reduce inequalities.
<b>C. Which groups have been consulted as part of the creation or review of the policy?</b>
All groups consulted as part of plan process, including Main Modifications Consultation.

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

<b>A. List any existing information/data 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.</b>
<p><b>Data/information such as:</b></p> <ul style="list-style-type: none"> <li>▪ Consultation</li> <li>▪ Previous Equality Impact Assessments</li> <li>▪ Demographic information</li> <li>▪ Anecdotal and other evidence</li> </ul>
<p>Inequality impact of plan options in 2015, the preferred option in 2016 and the Proposed Submission Local Plan in 2017.</p> <p>Census data for whole district and a range of settlements incorporated into Settlement Profiles available on our website.</p> <p>Various studies on housing need, economic need and specific provisions (see website, but including Housing and Economic Development Needs Assessment (HEDNA)).</p> <p>Input from key partners and statutory consultees.</p>
<b>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)</b>
<p>Harborough District has an aging population, with an older demographic than England. It also has a lower proportion of ethnic minorities. As a mainly rural district it has issues relating to access to services especially for those without their own transport. This can lead to isolation for many groups. (See report included as Appendix 1).</p>

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

<p><b>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.</b></p>
<p>At the Proposed Submission stage a range of key stakeholders were consulted before the wider public consultation. Key stakeholders were consulted at the main modifications stage as part of the 6 weeks public consultation.</p>

### Step 4 – Assessing the impacts

	<p><b>In light of any data/consultation/information and your own knowledge and awareness, please identify whether the policy has a positive or negative impact on the groups specified and provide an explanation for your decision. (please refer to the general duties on the front page)</b></p>
<p><b>A. Age</b></p>	<p>Provision of a mix of housing types and tenures, including affordable housing and specialist housing, will ensure the delivery of appropriate housing for older people and opportunities to help younger people secure appropriate housing. Rural exception site policy will allow for the development of affordable housing in rural areas where there is a proven need.</p> <p>Predicted to have an overall positive effect.</p>
<p><b>B. Disability (physical, visual, hearing, learning disabilities, mental health)</b></p>	<p>Policy requires a proportion of the homes built on the largest sites (100 dwellings or more) to meet the accessible and adaptable standard as laid out in Building Regulations.</p> <p>Specialist housing policy supports the provision of well-designed specialist accommodation which takes into account housing needs. Sites of over 100 dwellings are required to deliver such accommodation at the rate of at least 10% of all the dwellings proposed. Standalone sites are also supported providing the location is suitable.</p> <p>All specialist accommodation is expected to be designed to meet the particular needs of the specialist group for whom it is intended.</p> <p>The general design policy includes a criterion aimed at making provision for the needs of specific groups in the community such as the elderly and those with disabilities.</p> <p>Predicted to have an overall positive effect.</p>
<p><b>C. Gender / Sex</b></p>	<p>In general, statistics show that women are often disadvantaged by lack of access to public transport. The spatial strategy ensures that the majority of development is directed to the most sustainable locations, which either already benefit from access by public transport or where public transport can be provided.</p> <p>Travel plans are a requirement for all proposed employment sites. Similarly Travel Plans and Green Travel packages are required for the proposed Strategic Development Areas and are aimed at providing an attractive alternative to private car use for residents and employees in these new areas.</p> <p>Predicted to have an overall positive effect.</p>
<p><b>D. Religious Belief</b></p>	<p>There are opportunities for multi-faith provision in community buildings and cemeteries. Policy allows for the provision of new community facilities and the</p>

	<p>flexible use of existing/proposed facilities, including proposals for use by religious communities.</p> <p>Meeting the needs of specific groups in the community is one of the criteria set out in the general design policy as cultural considerations need to be taken into account in the design of community and leisure facilities.</p> <p>Predicted to have a minor positive effect.</p>
<b>E. Racial Group</b>	<p>Local Plan seeks to increase housing/employment provision and to ensure that development is located in sustainable locations across the District, including Rural Centres and Selected Rural Villages. In addition, policy allows for the delivery of affordable housing on exception sites where there is a proven need.</p> <p>Local Plan makes provision to meet the identified needs of the Gypsy and Traveller communities through the allocation of suitable sites and an enabling policy.</p> <p>Predicted to have minor positive effect.</p>
<b>F. Sexual Orientation</b>	<p>Lack of access to support services is a concern in a rural area and can lead to isolation. The spatial strategy seeks to locate development in sustainable locations, where there is access to existing services or where new services and facilities are planned to support the development. Policy supports the retention and provision of local services and facilities.</p> <p>Predicted to have an overall neutral effect.</p>
<b>G. Transgender</b>	<p>Lack of access to support services is a concern in a rural area and can lead to isolation. The spatial strategy seeks to locate development in sustainable locations, where there is access to existing services or where new services and facilities are planned to support the development. Policy supports the retention and provision of local services and facilities.</p> <p>Predicted to have an overall neutral effect.</p>
<b>H. Other protected groups (pregnancy &amp; maternity, marriage &amp; civil partnership)</b>	<p>The importance of masterplanning for the site allocations is emphasised in the Plan. This process requires the active participation and input of all relevant stakeholders, including the local community, service providers and other interested parties. This stage presents the opportunity for the needs of specific groups to be considered and addressed as appropriate.</p> <p>In relation to the East of Lutterworth SDA, policy requires the delivery of dedicated walking and cycling routes across the M1 as part of a network of legible, direct, safe and attractive routes to ensure the creation of a sustainable urban extension to Lutterworth. It is vital that routes within and connecting to the existing town are well-lit, surfaced, with good natural surveillance.</p> <p>Predicted to have minor positive effects.</p>
<b>I. Other socially excluded groups (low literacy, priority neighbourhoods, socio-economic, etc)</b>	<p>Access to work in rural areas for socially excluded groups is important. In order to promote a prosperous rural economy and employment opportunities in rural areas, policy supports the sustainable growth and expansion of rural businesses and enterprise, the development and diversification of agriculture and other land-based rural businesses, and the promotion of sustainable rural tourism.</p> <p>Alongside this, policies allocating Strategic Development Areas and employment sites set out a requirement for Travel Plans, and where appropriate green travel packages, to reduce the reliance on private car use</p>

	and enable access to employment opportunities for those without cars. Predicted to have minor positive effect.
J. All	

**Step 5 – Action Plan**

<b>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</b>			
<b>Policy Number (Ref)</b>	<b>Action</b>	<b>Responsible Officer</b>	<b>Target Date</b>
All	Implementation of policies through the Development Management process.	Development Management Team with support from Strategic Planning Team	Ongoing and throughout plan period
All	Monitoring the performance of policies. This will feed into the authority's Annual Monitoring Report.	Strategic Planning Team	Ongoing and throughout the plan period

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

	<b>Who needs to know</b> (Please tick)	<b>How they will be informed</b> (we have a legal duty to publish EIA's)
<b>Employees</b>	x	As part of plan reporting and report on website
<b>Service users</b>		As part of plan reporting and report on website
<b>Partners and stakeholders</b>	x	As part of plan reporting and report on website
<b>Others</b>	X – all residents and statutory consultees	As part of plan reporting and report on website
<b>To ensure ease of access, what other communication needs/concerns are there?</b>		Communication strategy already in place for Local Plan

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

<b>Please delete as appropriate</b>
<b>I agree with this assessment.</b>
<b>If disagree, state action/s required, reasons and details of who is to carry them out with timescales:</b>
<b>Signed (Service Head): Rob Thornhill (Strategic and Local Planning Manager)</b>
<b>Date: 28/3/2019</b>

**Please send completed & signed assessment to the Equality and Diversity officer.**