

HDC Due Regard (Equality Analysis)

Appendix G: Equality Impact Assessment

Due Regard (Equality Analysis) is an on-going proactive process which requires us to consider the effect our decisions are likely to have on local communities, service users and employees, particularly those most vulnerable and at risk of disadvantage.

This template has been designed to assist in the collation of information and evidence required to support the ‘Due Regard’ process when introducing new policies/procedures/functions and services or reviewing existing ones.

For help with this template please view the guidance document, which contains advice to assist you when you are considering the impact (both positive and negative) of the proposed actions on each of the protected equality characteristics.

Name of policy/procedure/function/service being analysed: Lutterworth Town Centre Masterplan

Department and section: Economic Development Service

Name of lead officer: Jan Falconer, Interim Service Manager

Other people involved (assisting or reviewing – including any service users or stakeholder groups etc.): Rebecca Lees, consultees and stakeholders to the Lutterworth Town Centre Masterplan

Date assessment completed: 1 October 2019

Step 1: Defining the policy/procedure/function/service

Is this a new, amended or reviewed policy? What are the aims, objectives and purpose and how will they be achieved? What are the main activities and which communities are likely to be affected by these activities? What are the expected outcomes?

The Council has refreshed its Economic Development Strategy 2018-2023 to ensure that its strategic direction and delivery aligns with the current Harborough District Council Plan.

The Economic Development Strategy seeks to deliver the economic vision for Harborough District which is: *‘By 2023 Harborough District’s economy will have established a robust reputation as a dynamic, entrepreneurial and an attractive place to do business. Sustainable employment opportunities and district-wide prosperity will be achieved by developing home-grown enterprises and proactively attracting high-value businesses to the area.’*

The 3 main priority areas of the Council’s Economic Development strategy to deliver this vision by 2023 are - **Location, Potential** and **Talent**. One of the actions under the area **Potential** is to develop a masterplan for Lutterworth Town Centre.

From the Economic Development Strategy’s Action Plan section: Impact on Communities

The Master Plan aims to ensure that local residents have access to quality town centres, employment opportunities and tourism, culture and leisure.

The Masterplan aims to support sustainable growth and enhance our residents’ quality of life through supporting businesses and providing a greater

variety of choice to local people from the Lutterworth Town Centre.

Step 2: Data collection & evidence

What relevant evidence, research, data and other information do you have and is there any further research, data or evidence you need to fill any gaps in your understanding of the potential or known effects of the policy on different communities? Include quantitative data as well as qualitative intelligence such as community input and advice.

Data relevant to the Lutterworth Masterplan is provided in the economic analysis of the area. It mainly constitutes data for the Harborough District relating to the following topics: Business rates income, business sector split by jobs and number of enterprises, employment and Standard Occupational Classifications, residence and workplace earnings, NVQ lv2 and lv4 attainment and job density.

With regards to the 9 protected characteristics local statistics identify the following statistical breakdown for Lutterworth residents:

Age – Estimated at 30 June 2017, based on 2011 census data, 21.3% of the population are aged 0-17 years. 56.8% of people are aged 18-64 years and 21.9% are aged over 65. This shows a majority working age population but also over a fifth of the population is aged 65+ From the 2011 census data relating to economic activity, 17% of all residents were retired

Sex – Estimated at 30 June 2017, based on 2011 census data, there is an even split of males and females with 50.6% of the population identifying as female and 49.4% male. With regard to employment, Office of National Statistics data released in October 2019 shows the estimated employment rate for men in the UK is 80.2% and women 71.6%, the estimated unemployment rate for men was 4.0% and women 3.7% and the economic inactivity rate for men was 16.4% and women was 25.6%. The Office of National Statistics UK Labour Force data for October to December 2018 show that nationally 41% of women in employment worked part time compared to 13% of men.

Disability –; From 2011 census data 2% of residents were economically inactive due to being either long-term sick or having a severe disability. In Lutterworth, from 2011 census data, of those with long term health problems or disabilities, approximately 7% said that their day-to-day activities are “limited a lot”, 9.8% said they were “limited a little”, and 83% said they were not limited by their long-term health problem or disability. The Master Plan aims for Lutterworth Town Centre to be accessible to all residents and visitors to the area so consideration will be made to ensure all forms of disability, not just the visible, are taken into account

There is often a strong correlation between air pollution levels and equality issues, because areas with poor air quality are quite often less affluent areas^{1,2} although this is not the situation with regards to local air quality in Lutterworth. In March 2015, 5.2% of Patients were recorded as having asthma, in Leicester. As well as this, 1.4% of patients were recorded to have Chronic Obstructive Pulmonary Disease, a term which describes progressive lung diseases. Neighbouring village – Kibworth, has previously been identified as having dangerously high levels of air pollution. Particularly along a section of the A6.

Monitoring of nitrogen dioxide has been carried out, which found levels far above the objective level. HDC later declared this as an Air Quality Management Area (AQMA).

As Lutterworth is exposed to a similar problem on its main road, similar health problems also likely.

Air pollution is associated with a number of adverse health impacts and particularly affects those who may be the most vulnerable in society: children and older people, and those with heart and lung conditions. The annual health cost to UK society of the impacts of particulate matter alone is estimated to be around £16 billion³. **Harborough District Council is committed to reducing the exposure of people in Harborough District to poor air quality in order to improve health.** (¹Environmental equity, air quality, socioeconomic status and respiratory health, 2010, ²Air quality and

social deprivation in the UK: an environmental inequalities analysis, 2006, ³Defra. Abatement cost guidance for valuing changes in air quality, May 2013)

Race - Estimated at 30 June 2017, based on 2011 census data, the nationality of residents within Lutterworth show that 96% were born in the UK, 2% are from Europe and 2% from other countries. Need to include ethnicity statistics. Consideration with regard to accessibility of particular foods, clothing and goods related to nationality, ethnicity and culture is important as people will need to travel outside the area for these items if they are not available locally.

Religion – Estimated at 30 June 2017, based on 2011 census data, 73% recognise themselves as Christian, 1% Hindu and 26% recognise no religion. The Master Plan will aim to consider any additional needs with regard to minority faiths in the area and people who may have to travel outside of the town to access places of worship. There are potential opportunities for local businesses to attract trade by providing specialised products pertinent to religious events.

Sexuality – Whilst this data is unavailable from the 2011 census data, the Master Plan intends to be inclusive to all and will seek to identify and consider any additional needs or barriers with regard to resident and visitors' sexual orientation where relevant.

Gender reassignment – Whilst this data is unavailable from the 2011 census data, the Master Plan intends to be inclusive to all and potential impacts and barriers relating to gender reassignment will need to be considered as part of the implementation of any policies or services.

Socio economic – Estimated at 30 June 2017, based on 2011 census data, Lutterworth is 2.85km. Density is 6,694/km². In 2011 there were 3940 households, and a further 750 households have been added by recent developments

Other evidence is pertaining market analysis of Lutterworth, Movement and Access, relevant Planning Policy local, regional and national, evidence from Road Show Consultation seeking a range of comments and empirical Future High Street research.

Step 3: Consultation and involvement

Have you consulted and if so outline what you did and who you consulted with and why.

There have been 5 rounds of consultation with a range of stakeholders which have all fed into the Economic Development Strategy proposal. These are;

- 1) Workshops with Small Medium Enterprises (SME) businesses in Lutterworth and Market Harborough
- 2) On-line Councillor workshops to gather thoughts on key priority areas

- 3) Engagement with the top 30 largest employers in the district.
- 4) Internal feedback from relevant the relevant Council Senior Management Team (SMT) level officers (Assets, Regulatory, Planning Policy and Development Management)
- 5) The Corporate Management Team (CMT) feedback during CMT meeting on the 8 Nov 2018

Were there any equality related issues raise as part of the consultations?

Step 4: Potential impact

Considering the evidence from the data collection and feedback from consultation, which communities will be affected and what barriers may these individuals or groups face in relation to Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex, Sexual Orientation, Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities and also the potential impact on Community Cohesion. Remember people have multiple characteristics so the impact of a policy on a particular community may impact people within the community differently. Where possible include numbers likely to be affected.

Challenges –Lutterworth Town Centre faces several economic and access challenges including the following:-
50% of the retail/ leisure space and car parking in the town centre is provided by large private retail businesses.

There is a lack of space for local leisure/retail and external businesses to move to.

The majority of demand is coming from local small retail/leisure businesses, a mix of businesses, including national chains would ensure Lutterworth town centre is a local destination of choice for business and leisure

Over 70% of residents commute for employment

Whilst the shopping offer in Rugby and Leicester offer increased choice for residents of Lutterworth it requires people to travel outside of the town centre;

The disparity between workplace and residents' earnings, ensuring there are people available with the right skills base to meet local employer's needs both now and in the future

The town centre itself is difficult to negotiate due to the High Street being a major arterial route for Heavy Goods Vehicles (HGVs), light goods vehicles and cars.

Parts of the High Street are difficult to negotiate and would be challenging for those with mobility issues.

The High Street is an Air Quality Management Area (AQMA) making it a risk for people with respiratory problems.

The local plan has approved 2500 houses to be built in Lutterworth East. The current plan will deliver 1250 with 700 already built. Without ease of access, and a future proofed offer, these residents may choose to go elsewhere to either shop or live. With an aging population, the aim is to have a town centre which is accessible for all and takes into account the needs of all residents regardless of their characteristics.

Opportunities – The Lutterworth Town Centre Masterplan will use opportunities to ensure fair opportunity is provided for all of our residents and to enhance Lutterworth's reputation as a great place to live, work and visit. This will be achieved through taking advantage of the new development opportunities such as out of town centre businesses, housing development and road expansions to enable new cycle and pathways to and from the town centre and new arterial routes which will by-pass the High Street. This will advance the Masterplan's strategic infrastructure improvements to

link the town centre, make it safer, provide greater accessibility and potentially cleaner air. Through the Masterplan we aim to:
re-use space to create more flexibility to support smaller retailers to grow and provide jobs for local people;
ensure there is an appropriate mix of leisure and retail offers to that meets for the needs of local residents and businesses alike;
take advantage of the availability of potential development land to ensure sustainable growth in Lutterworth Town Centre.

Step 5: Mitigating and assessing the impact

If you consider there to be actual or potential adverse impact or discrimination, please outline this below. State whether it is justifiable or legitimate and give reasons. If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately. If you have identified adverse impact or discrimination that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people. Consider what barriers you can remove, whether reasonable adjustments may be necessary and how any unmet needs have identified can be addressed.

The Lutterworth Town Centre Masterplan has been developed too be as inclusive as possible. The process has aimed to mitigate the risk of any actual or potential impact on discrimination How?

The Lutterworth Town Centre Masterplan aims to remove barriers for school leavers and local businesses accessing services provided by the Town Council, County Council, Harborough District Council and partner agencies; enable growth for local businesses and those businesses? looking to move to Lutterworth. This should create a positive environment for the Town Centre to flourish and be the destination of choice for the people who live, invest and visit Lutterworth.

Step 6: Making a decision

Summarise your findings and give an overview of whether the policy will meet Harborough District Council's responsibilities in relation to equality, diversity and human rights. Does it contribute to the achievement of the three aims of the Public Sector Equality Duty – eliminate unlawful discrimination, harassment, victimisation; advance equality of opportunity and foster good relations?

The Lutterworth Town Centre Master Plan will foster good relations between local businesses, town centre property owners, the local community, town council, county council, this Council, and partners because the Master Plan aims to enable good relations and advance equal opportunities by being inclusive.

The Master Plan aims to enable sustainable economic growth by tackling locally identified issues such as accessibility to the town centre to all people no matter what their physical abilities and ethnicity happens to be; and dealing with the poor Air Quality which is prevalent on High Street.. The Master Plan requires proactively working with partners to improve the accessibility and amenity of the town centre.

This is to create a positive environment for the town centre to flourish and be the destination of choice for the people who live, invest and visit Lutterworth.

Step 7: Monitoring, evaluation & review of your policy/procedure/service change
What monitoring systems will you put in place to promote equality of opportunity, monitor impact and effectiveness and make positive improvements? How frequently will monitoring take place and who will be responsible?
There will be on-going monitoring of actions identified in the Lutterworth Master Plan. This will be undertaken through Harborough District Council's internal reporting systems (TENS). Beyond this an annual monitoring report on the progress of the Master Plan will be presented to Corporate Management Team and the relevant Cabinet Member (Councillor) to give an overview of success to date and identify any areas where change may need to be implemented to ensure maximum benefits are realised by the community as a result of the Master Plan. Following this the Annual Monitoring report will be made publicly available through the Harborough District Council website and as a hardcopy on request.

Equality Improvement Plan

Equality Objective :

Action:
Officer Responsible: **By when:**

Equality Objective :

Action:
Officer Responsible: **By when:**

Equality Objective :

Action:
Officer Responsible: **By when:**

Equality Objective :

Action:

Officer Responsible:

By when:

Signed off by:

Date:

Once signed off, please forward a copy for publication to Julie Clarke, Equality and Diversity Officer
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