



South Kesteven District Council

Equality Impact (Initial Analysis)

South Kesteven Proposed Submission Local Plan (2018)

Service Area: Planning Policy (Development & Growth)	Lead officer: Shaza Brannon	Date of Meeting 07/01/19
	Assessors: Roger Ranson	
	Neutral Assessor: Carol Drury	

1. Name and description of policy/service/function/strategy

The [South Kesteven Proposed Submission Local Plan \(2018\)](#) (Local Plan) sets out the strategic vision, objectives and spatial strategy for the District, as well as the planning policies which will guide future development. The Local Plan looks ahead to 2036 and identifies the main areas throughout South Kesteven where development should take place, along with areas of the District that will be protected from change. It establishes policies and guidance, to ensure local development is built in accordance with the principles of sustainable development as set out in the National Planning Policy Framework (NPPF). The Local Plan has a number of allocations which contribute towards the deliverability of the Local Plan's strategic vision.

Under delegated authority, the Local Plan is to be Submitted to the Secretary of State on 15th January 2019 for Examination.

Is this a new or existing policy? **New**

2. Complete the table below, considering whether the proposed policy/service/function/strategy could have any potential positive, or negative impacts on groups from any of the protected characteristics (or diversity strands) listed, using demographic data, user surveys, local consultations evaluation forms, comments and complaints etc.

Equality Group	Does this policy/service/function/strategy have a positive or negative impact on any of the equality groups? Please state which for each group	Please describe why the impact is positive or negative. If you consider this policy etc is not relevant to a specific characteristic please explain why
Age	Positive	The Local Plan promotes development which takes into account the needs of all ages, in line with national policy. It promotes the delivery of housing for a range of different groups, including older people. Policy H4: Meeting All Housing Need requires all major proposals for residential development to provide appropriate type and sized dwellings to meet the needs of

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		<p>current and future households in the District. Types of housing required includes retirement accommodation and extra care housing; high quality family housing, considering specialist needs; and the increase choice in the housing market including 'build to rent'</p> <p>The Local Plan also includes a policy for affordable housing (Policy H2) such has shared ownership based on local need and incomes. This achieves a balance of affordable provision for people of different ages.</p> <p>The document includes a wide range of policies to promote employment; and community services and facilities such as village halls, schools and health facilities, including the protection against loss of services and facilities through redevelopment.</p> <p>The Open Space Policy (Policy OS1) includes standards from allotments to play equipped space.</p> <p>Policy DE1 promotes good quality design including the creation of safe and accessible environments.</p>
Disability	Positive	Policy SP6: Community Services and Facilities requires proposals for community facilities to be

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		<p>'physically accessible to all members of society'.</p> <p>Policy H2 requires 'all affordable housing to meet the accessible homes standard applicable in that location'</p>
Race	Positive	<p>The proposed housing numbers make an implicit allowance for migration (including international migration), which is part of any assessment of the future need for strategic housing numbers. Nevertheless, people are treated equitably throughout the Local Plan, regardless of protected characteristic. The document considers the need for accommodation for people who travel, including Gypsies and Travellers and (Policy H5) sets criteria and targets to meet this need .</p>
Gender Reassignment	Neutral	<p>This protected characteristic was not a determinant in the development of the Local Plan. All genders are equitably treated throughout the document.</p>
Religion or Belief	Positive	<p>Policy SP6: Community Services supports to development of, and the protection of such services, including places of worship (dependent on a number of criteria).</p>
Sex	Neutral	<p>This protected characteristic was not a determinant in the development of the Local Plan.</p>

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		All sexes are equitably treated document.
Sexual Orientation	Neutral	This protected characteristic was not a determinant in the development of the Local Plan. All sexual orientations are equitably treated throughout the document.
Pregnancy and Maternity	Neutral	This protected characteristic was not a determinant in the development of the Local Plan.
Marriage and Civil Partnership	Neutral	The protected characteristic was not a determinant in the development of the Local Plan
Carers	Positive	Policy H4: Meeting all Housing Needs requires all major proposals for residential development to provide appropriate type and sized dwellings to meet the needs of current and future households in the District. A criterion of the policy includes the provision for extra care and residential care housing and other forms of supported housing.
Other Groups (e.g. those from deprived (IMD*) communities; those from rural communities, those with an offending past)	Positive	A Gypsy and Traveller Accommodation Assessment (GTAA) was undertaken, in consultation with a range of stakeholders, including local G&T communities, to assess the level of need for Gypsy and Traveller sites.

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*(IMD = Indices of multiple deprivation)		<p>The Local Plan makes reference to the Equality Act 2010 which ensures that some members of the Gypsy and Irish Traveller Communities are afforded legal protection against discrimination.</p> <p>Using the evidence, the Local Plan considers the needs of Gypsies and Travellers and (Policy H5) sets criteria and targets to meet this need.</p>
General comments		

3. What equality data/information did you use to inform the outcomes of the proposed policy/service/function/strategy? (Note any relevant consultation who took part and key findings)

A comprehensive evidence base supports the Local Plan and the policies contained therein. Evidence based documents containing equality data/information used to inform outcomes of the policies include:

- [Strategic Housing Market Assessment \(2017\)](#) which considers the objectively assessed housing need for the Housing Market Area taking account of the latest demographic and economic projections.
- [Gypsy and Traveller Accommodation Assessment \(2016\)](#) which seeks to quantify the accommodation and housing needs of Gypsies and Travellers (including Travelling Showpeople).
- [Employment Land Study \(2015\)](#)
- [Retail Study \(2015\)](#)
- [Open Space, Sports and Recreation Facilities Review 2017](#)

- [Lincolnshire 4th Local Transport Plan \(2013\)](#)

Further to the evidence base documents, representations were received through Local Plan consultations, summaries of which were produced ([including Regulation 18 Summary of Consultation Responses](#)) containing information on how comments were taken into account to inform the Local Plan.

An overarching Consultation Statement has also been produced which describes how South Kesteven District Council has undertaken participation and stakeholder involvement in the production of the Local Plan, setting out how such efforts have shaped the Plan and the main issues raised by consultation/representations to fulfil the requirements set out in the Town and County Planning (Local Planning) (England) Regulations 2012, and specifically Regulation 22(1) part (c)

The Consultations were undertaken in line with the [Statement of Community Involvement 2014](#) (SCI) which prescribes who should be consulted, when consultations should take place, and how. The Local Planning Regulations set out the requirements for who must be consulted at defined stages of plan production, known as 'specific consultation bodies'. Furthermore, the Council has discretion to identify a number of other bodies representing certain interests known as general consultation bodies. The Council is also committed to involving a wide range of other individuals including members of the public, local community voluntary groups, and 'hard to reach groups'. An [Equalities Impact Assessment \(Screening\)](#) has been completed on the 2018 SCI and a full equality impact assessment was not required.

The Local Plan was subject to a [Sustainability Appraisal](#) 2017 (SA) which was prepared iteratively as the Local Plan evolved, including the development of the vision and objectives. The SA was prepared in line with the procedures prescribed by Environmental Assessment of Plans and Programmes Regulations 2004 (the SEA Regulations) which transpose into national law European Union Directive 2001/42/EC 'on the assessment of the effects of certain plans and programmes on the environment'. SA widens the scope of the assessment to also include social and economic issues. The Local Plan, including its policies and allocations were assessed against a number of Sustainability Objectives, including social and economic, derived from the collection and assessment of baseline data and in line with the SEA regulations. Some of the Sustainability Objectives fall into themes such as Population and Communities; Health and Wellbeing and Employment which are all relevant to Equalities Impact.

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If there are any gaps in the consultation/monitoring data, how will this be addressed?

Any gaps identified in the consultation/monitoring were addressed as the Local Plan evolved. The evidence base is continually reviewed, as appropriate, to ensure it is robust and up to date.

The Local Plan contains a Monitoring and Implementation chapter which sets out the requirement to assess the effectiveness of policies arising from the Local Plan through robust monitoring mechanisms. The Local Plan sets out a number of indicators for assessing policies, including:

- Number of affordable houses delivered;
- Number of dwellings provided in specialist

4. Outcomes of analysis and recommendations (please note you will be required to provide evidence to support the recommendations made): Please check one of the options.

a)	No major change needed: equality analysis has not identified any potential for discrimination or for negative impact and all opportunities to promote equality have been taken	X
<i>If you have checked option a) you can now send this form to the Lead Officer and your Neutral Assessor for sign off</i>		
b)	Adjust the proposal to remove barriers identified by equality analysis or to better promote equality.	<input type="checkbox"/>
<i>If you have checked option b) you will need to answer questions b.1 and b.2</i>		
c)	Adverse impact but continue	<input type="checkbox"/>
<i>If you have checked option c) you will need to answer questions c.1</i>		
d)	Stop and remove the policy/function/service/strategy as equality analysis has shown actual or potential unlawful	<input type="checkbox"/>

b.1 In brief, what changes are you planning to make to your proposed policy/service/function/strategy to minimise or eliminate the negative equality impacts?

b.2 Please provide details of whom you will consult on the proposed changes and if you do not plan to consult, please provide the rationale behind that decision.

If you have checked option b) you will need to complete a Stage 2 equality analysis

- c.1 Please provide an explanation in the box below that clearly sets out your justification for continuing with the proposed policy/function/service/strategy.**

If you have checked option c) you will need to complete a Stage 2 equality analysis. You should consider in stage 2 whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.

Signed (Lead Officer):
(Name and title)

Shaza Brannon
Principal Planning Policy Officer

Date completed:

[Click here to enter a date.](#)

Signed (Neutral Assessor):
(Name and title)

Carol Drury
Community Engagement and Policy Development Officer

Date signed off:

09/01/19