



## Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	South Kesteven Regulation 18 Draft Local Plan
2. Summary of aims and objectives of the policy/funding activity/event	<p>The current Local Plan for South Kesteven was adopted in January 2020 and sets out the development strategy for growth of the District to 2036. The Council is committed to undertake an early review of the adopted Local Plan, this process began in April 2020 and will set out the planning framework for the District over the next 20 years up to 2041.</p> <p>This Draft Local Plan builds on the existing Local Plan, adopted in January 2020. Some policies remain the same as the adopted Local Plan, others have been amended or removed and new policies have been introduced.</p> <p>The Local Plan Consultation Draft sets out the draft policies and guidance, addressing a wide range of planning matters. The Draft Local Plan also includes proposed employment and housing draft land allocations. When adopted, the Draft Local Plan will be used to determine planning applications.</p> <p>The Draft Local Plan will be published for consultation in February 2024, if approved at Cabinet.</p> <p>It is important to note that the Local Plan is at the <b>draft stage</b> and as such there is scope to adapt and change any policies which are identified as having a negative impact on protected characteristics as the Local Plan evolves.</p>
3. Who is affected by the policy/funding activity/event?	South Kesteven District
4. Has there been any consultation with, or input from, customers/service users or other stakeholders? If so, with whom, how were they consulted and what did they say? If you haven't consulted yet and are intending to do so, please complete the consultation table below.	<p>The scope of the Plan was consulted on in November 2020 in accordance with the <a href="#">Statement of Community Involvement</a> which sets out the standards, methodology and arrangements on how the Council will consult and report back. Consultation on the Local Plan is also bound by town planning regulations.</p> <p>For the Issues and Options consultation the Council</p> <ul style="list-style-type: none"><li>• Consulted all members of the public and stakeholders on the Local Plan consultation database</li></ul>



	<ul style="list-style-type: none"> <li>Published the consultation on the Council's website and advertised through social media</li> <li>During the Covid-19 pandemic, the government removed the requirement for councils to make documents available for public viewing at the Council's principal office locations and libraries.</li> </ul> <p>The Local Plan is informed by evidence which has also been consulted upon, where necessary.</p>
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	<p>Adopted Local Plans are required to include a monitoring framework to monitor the effectiveness of the policies therein. As the Local Plan is at draft stage a monitoring framework has not been prepared as the policies have yet to be finalised.</p> <p>The Town and Country Planning (Local Planning) (England) (Regulations) 2012 requires a local planning authority to produce an Authority Monitoring Report. Monitoring of the Local Plan policies against the monitoring framework included in the Local Plan will be reported through the Authority Monitoring Report and published annually.</p>

Protected Characteristic	Is there a potential for positive or negative impact?	Please explain and give examples of any evidence/data used	Action to address negative impact e.g. adjustment to the policy <i>(The Action Log below should be completed to provide further detail)</i>
Age	Positive	<p>The Local Plan must be in accordance with the Equality Act 2010 to ensure that policies therein meet the development needs of our community, ensuring that age is afforded legal protection against discrimination.</p> <p>The Draft Local Plan promotes development which takes into account the needs of all ages, in line with national policy. It promotes the delivery of housing from a range of different groups. The Draft Local Plan is based on robust evidence including a</p>	No negative impact identified



		<p>Local Housing Needs Assessment (2023) and an Employment Land Review (2023)</p> <p>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.</p> <p>The Draft Local Plan also includes a policy for affordable housing (Policy H2) such as 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 spaces.</p> <p>Policy DE1 promotes good quality design including creation of safe and accessible environments.</p>	
Disability	Positive	<p>The Local Plan must be in accordance with the Equality Act 2010 to ensure that policies therein meet the development needs of our community, ensuring that disability is afforded legal protection against discrimination.</p>	No negative impact identified



		<p>The Design Policy DE1, requires a proportion of eligible development to be developed as 'accessible and adaptable' in line with the optional standards set out in part M4(2) of the building regulations. The policy requires developers to demonstrate compliance with the submission of a statement as part of the planning application process.</p> <p>Policy SP6: Community Services and Facilities requires proposals for community facilities to be 'physically accessible to all members of society'.</p> <p>There are various other policies within the Local Plan which encourage access for all to employment opportunities, open space, recreational facilities, and public spaces.</p> <p>The Local Plan will be made available in alternative formats on request, should evidence of need be provided.</p>	
Gender Reassignment	Neutral	<p>The Local Plan must be in accordance with the Equality Act 2010 to ensure that policies therein meet the development needs of our community, ensuring that gender reassignment is afforded legal protection against discrimination.</p> <p>This protected characteristic was not a determinant in the development of the Draft Local Plan. All genders are equitably treated throughout the document.</p>	No negative impact identified
Marriage and Civil Partnership	Neutral	<p>The Local Plan must be in accordance with the</p>	No negative impact identified



		<p>Equality Act 2010 to ensure that policies therein meet the development needs of our community, ensuring that all marriage and civil partnership is afforded legal protection against discrimination.</p> <p>The protected characteristic was not a determinant in the development of the Draft Local Plan.</p>	
Pregnancy and Maternity	Neutral	<p>The Local Plan must be in accordance with the Equality Act 2010 to ensure that policies therein meet the development needs of our community, ensuring that pregnancy and maternity is afforded legal protection against discrimination.</p> <p>This protected characteristic was not a determinant in the development of the Draft Local Plan.</p>	No negative impact identified
Race	Negative	<p>The Local Plan must be in accordance with the Equality Act 2010 to ensure that policies therein meet the development needs of our community, ensuring that all ethnicities and races are afforded legal protection against discrimination.</p> <p>Regarding the provision of housing for the settled community, the Draft Local Plan's 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.</p> <p>Regarding our traveller community, a Gypsy, Traveller and Travelling Showpeople Accommodation Needs Assessment has been</p>	<p><b>Negative impact identified:</b> no land has been identified through the Draft Local Plan to meet the identified accommodation need of our Gypsy, Traveller and Travelling Showpeople Community due to limited sites being received through the 2020 – 2023 Call for Sites.</p> <p><b>Action to address negative impact:</b></p> <p>A study has been commissioned to identify how the accommodation needs of the district's traveller community can be met, either through additional pitches on existing sites, extension of existing sites, or the allocation of additional land. The study will include engagement with the Gypsy, Traveller and Travelling Showpeople community.</p> <p>The Council will launch a second Call for Sites, targeted</p>



		<p>produced by independent consultants which identifies an accommodation need for our Gypsy, Traveller and Travelling Showpeople communities.</p> <p>National planning policy guidance requires local plan to identify a supply of specific deliverable traveller sites against locally set targets.</p> <p>In November 2020, the Council launched a Gypsy &amp; Traveller 'Call for Sites' which invited the submission of land within South Kesteven to meet the identified gypsy, traveller and travelling showpeople accommodation. Limited sites were received which puts the Council and Local Plan at risk at not meeting the needs of our traveller community and not according with the 2010 Equality Act. The Call for Sites remained open until 2023.</p> <p>It must be noted however that the Draft Local Plan does include permissive, criteria based policies allowing for appropriate speculative development.</p>	<p>at all landowners and our Gypsy, Traveller and Travelling Showpeople Community, alongside the Draft Local Plan. Any sites received will be considered for allocation as the Local Plan evolves. Vacant Council owned land should also be considered.</p> <p>It must be noted that Local Plan is at draft stage and the council will seek to rectify any negative impacts identified prior to the Local Plan being submitted to the Secretary of State for examination which is scheduled for Winter 2024/25.</p>
Religion or Belief	Positive	The Local Plan must be in accordance with the Equality Act 2010 to ensure that policies therein meet the development needs of our community, ensuring that religion and belief is afforded legal protection against discrimination.	No negative impact identified



		Policy SP6: Community Services supports to development of, and the protection of such services, including places of worship (dependent on a number of criteria).	
Sex	Neutral	<p>The Local Plan must be in accordance with the Equality Act 2010 to ensure that policies therein meet the development needs of our community, ensuring that sex is afforded legal protection against discrimination.</p> <p>This protected characteristic was not a determinant in the development of the Draft Local Plan. All sexes are equitably treated throughout the document.</p>	No negative impact identified
Sexual Orientation	Neutral	<p>The Local Plan must be in accordance with the Equality Act 2010 to ensure that policies therein meet the development needs of our community, ensuring that sexual orientation is afforded legal protection against discrimination.</p> <p>This protected characteristic was not a determinant in the development of the Draft Local Plan. All sexual orientations are equitably treated throughout the document.</p>	No negative impact identified.
<b>Other Factors requiring consideration</b>			
Socio-Economic Impacts	Positive	The Local Plan is informed by a robust evidence base to ensure that the policies contained within the Local Plan seek to provide the right amount and type of housing (including affordable) and employment is provided to meet the needs of our residents, taking into consideration	No negative impact identified.



		socio-economic factors. A Climate Change Study is being produced which underpins the Local Plan which will seek to limit and mitigate the impact of climate change on our residents and environment. It is understood that those at socio-economic disadvantage are more likely to be negatively impacted by the effects of climate change.	
Carers (those who provide unpaid care to a family member, friend or partner)	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.	No negative impact identified

### Consultation

Negative impacts identified will require the responsible officer to consult with the affected group/s to determine all practicable and proportionate mitigations. Add more rows as required.		
Group/Organisation	Date	Response
Gypsy, Traveller and Travelling Showpeople	By winter 2024	A study has been commissioned to identify how the accommodation needs of the district's traveller community can be met, either through additional pitches on existing sites, extension of existing sites, or the allocation of additional land. The study will include engagement with the Gypsy, Traveller and Travelling Showpeople community.
	February 2024	A Call for Sites will be launched alongside the Draft Local Plan Consultation.
	Winter and summer 2024 (dates to be determined by the government)	Policy officers will be visiting our Gypsy, Traveller and Travelling Showpeople community for the winter and summer accommodation counts and the upcoming Call for Sites and the Local Plan will be discussed.





### Proposed Mitigation: Action Log

To be completed when barriers, negative impact or discrimination are found as part of this process – to show actions taken to remove or mitigate. Any mitigations identified throughout the EIA process should be meaningful and timely. Add more rows as required.

Negative Impact	Action	Timeline	Outcome	Status
No additional land identified to meet the identified needs of the Gypsy, Traveller and Travelling Showpeople community through the Draft Local Plan	A Call for Sites to be launched alongside the Draft Local Plan Consultation	Call for Sites and Draft Local Plan consultation scheduled for late February 2024		
	Call for Sites and Local Plan to be publicised when undertaking winter and summer Gypsy & Traveller and Travelling Showpeople accommodation counts.	Summer and winter 2024 (dates to be determined by the government)		
	Consultants instructed to undertake a review of how the identified accommodation needs can be met, either through additional pitches on existing sites, extension of existing sites, or the allocation of additional land.	By winter 2024		



## Evaluation Decision

Once consultation and practicable and proportionate mitigation has been put in place, the responsible officer should evaluate whether any negative impact remains and, if so, provide justification for any decision to proceed.

To be completed following the call for sites and visit with our Gypsy, Traveller and Travelling Showpeople community.

Question	Explanation / justification	
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	Yes, however the Local Plan is currently only at draft stage. The planning authority will seek to rectify the identified negative impact prior to the Local Plan being submitted to the Secretary of State which is scheduled for Winter 2024.	
Final Decision	Tick	Include any explanation/justification required
1. <b>No barriers</b> identified, therefore activity will <b>proceed</b>		
2. <b>Stop</b> the policy or practice because the data shows bias towards one or more groups		
3. <b>Adapt or change</b> the policy in a way that will eliminate the bias	X	The policy is still in draft form and will be adapted and changed as the Local Plan evolves to rectify the identified impact
4. <b>Barriers and impact identified</b> , however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g. in extreme cases or where positive action is taken). Therefore you are going to <b>proceed with caution</b> with this policy or practice knowing that it may favour some people less than others, providing justification for this decision		

## Did you consult with an Equality Ally prior to carrying out this assessment?

Consultation with an Equality Ally has been undertaken and comments incorporated into the assessment.



## Sign off

<b>Name and job title of person completing this EIA</b>	Shaza Brannon, Planning Policy Manager
<b>Officer Responsible for implementing the policy/function etc</b>	Shaza Brannon, Planning Policy Manager
<b>Date Completed</b>	6/01/2024
<b>Line Manager</b>	Emma Whittaker, Assistant Director for Planning
<b>Date Agreed</b> <i>(by line manager)</i>	22/01/2024
<b>Date of Review</b> <i>(if required)</i>	

Completed EIAs should be included as an appendix to the relevant report going to a Cabinet, Committee or Council meeting and a copy sent to [equalities@southkesteven.gov.uk](mailto:equalities@southkesteven.gov.uk).

Completed EIAs will be published along with the relevant report through Modern.Gov before any decision is made and also on the Council's website.