

**CHARNWOOD LOCAL PLAN CORE STRATEGY  
EQUALITIES IMPACT ASSESSMENT  
Refresh October 2013**

<b>Title</b>	Submission Draft Core Strategy
<b>Date</b>	October 2013
<b>Lead Officer</b>	David Pendle
<b>Team Members</b> this could include representatives from the service, other services in the Authority, service users, partners, stakeholders and external service providers.	Richard Brown Liz Aspray Clare Clarke David Hankin Rachel Beaumont

## Introduction

This is the Equalities Impact Assessment of the Charnwood Local Plan Core Strategy. It was originally published in April 2013 but has been reviewed to consider updated demographic information that has become available since April 2013.

Charnwood Borough Council has a legal responsibility to ensure to demonstrate regard to:

- Eliminate discrimination, harassment and victimisation
- Advance Equality of Opportunity
- Foster good relations

There are certain characteristics that equalities legislation refers to. These 'protected characteristics' include:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion and belief
8. Sex
9. Sexual orientation

Equalities legislation does not allow the following:

- Direct discrimination, including by association and perception.
- Indirect discrimination – now covers all characteristics.
- Pregnancy and maternity discrimination.
- Harassment.
- Third party harassment.
- Discrimination arising from disability.
- Duty to make reasonable adjustments

Equalities Impact assessment has been carried out since 2006 as a continual process in the preparation of the Charnwood Local Plan Core Strategy. This has been in the form of Equalities Impact Assessments which have been produced for different aspects of the Core Strategy and consulted upon at different stages.

This document brings together the conclusions of this work; it explains what steps have been taken to understand the potential implications of planning policies on those in our community with protected characteristics, and what steps have been taken to address any differential impacts. These points have been covered in the step-by-step approach outlined below:

Step 1 – Setting Out the Parameters of the Assessment

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

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

Step 4 – Assessing the impacts

Step 5 – Action Plan

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

### **Step 1 – Setting Out the Parameters of the Assessment**

#### **A. Scope: Outline the scope of what is being assessed**

The Core Strategy Submission Draft 2013. This Equality Impact Assessment relates to the above document and its scope is to set out:

- How impacts on equality have been considered and addressed in the preparation of the Charnwood Core Strategy draft Report 2013

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

- Available research and data
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- Details/results of consultation undertaken i.e. who, when, how, and findings from consultation
- An EIA of the Core Strategy Project was undertaken in 2006.
- This analysis identified the following equality issues:
  - Race – Language and cultural barriers associated with engaging with Gypsy and Traveller groups
  - Gender – Barriers around the timing of consultation events and the potential disadvantage that a narrow range of alternative event timings can have for women.
  - Disability – A need to consider the needs of people with disabilities in planning the public realm and in providing access to the countryside. Also the potential that good town and country planning has in improving public health.
  - Age – The 10-15 and 20-34 age groups seen to be not as well represented in the planning process
  - Religion/beliefs – Need to be aware of the inter-faith calendar and to avoid holding events

which clash. Respond to the need for Places of Worship in new development.

A comprehensive record of demographic data for the Borough can be accessed from the Charnwood Borough Council Demographic Profile document (published 2013). Initial population data from the 2011 census is available from the Council's website along with further parish and ward level data based on the 2001 Census. Detailed population profiles in relation to race, religion or belief and disability are available at District level from the 2011 census.

- Race – The White British population accounted for some 85% of the population. The largest ethnic groups are Indian 6% (10,225 people), Other White 2.5% (4,147 people) and Pakistani 1 % (2,022 people) (Charnwood Borough Council Demographic Profile document 2013).
- Religion - Some 56% of the population of Charnwood are Christian with some 29% having no religion. Hindus and Muslims are the next largest group with at 5% and 2% respectively. Buddhists, Jews and Sikhs combined make up just over 1% of the Charnwood population.
- Gender – The 2011 census records that the total population is some 166,100 split broadly 49.9% males (82,900) and 50.1% female (83,200) - although there are significantly more males than females within the 15 – 19 and 20 - 24 age brackets.
- Age - the Borough contains a large proportion of 20 to 24 year olds (especially males). The 25 to 29 years age group contains the lowest proportions. 14.9% of the population are aged 14 years or under (census 2011). 16.4% of the population are over 65.
- Disability. In Charnwood, it is estimated that there are 10,540 (6.4%) physically disabled people between the ages of 16-64 with a moderate or serious mobility disability. In Charnwood it is estimated that there are 21,675 adults with mild to moderate hearing loss and 5,100 people with sight impairment. It is estimated that 1 in 5 people will be affected by mental health issues at some time in their life. Anxiety and depression is the most common mental disorder in the UK. In Charnwood this equates to 33,220 people.
- Sexual Orientation. There are no accurate statistics available regarding the profile of the lesbian, gay and bisexual (LGB) population within Charnwood or the UK as a whole. Sexuality is not incorporated into the census or other official statistics; however it is acknowledged that approximately 6-10% of any population will be LBG. In Charnwood this would be between 9,960 and 16,610 people.

Gender Reassignment. There are no accurate statistics available regarding the profile of the transgendered population within Charnwood or the UK as a whole. Gender identity is not incorporated into the census or other official statistics.

Marriage and Civil Partnership. Within Charnwood 64,729 people (46.9%) are married and 271 people (0.2%) are in a registered same- sex civil partnership

- Areas where we lack the information required

- Sexual orientation
- Trans-gender
- Disability

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

#### **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.**

In 2007 officers at Charnwood Borough Council held a number of workshops and meetings with specific groups:

- Young People Workshops at Burleigh, Wreake and Longslade Colleges 26-09-07 and 27-09-07
- Workshop with parents involved with Surestart 11-09-07
- Meeting with the Gypsy and Traveller Liaison group 04-09-07
- Workshop with community members at the Ram Krishna Centre 28-09-07
- Meeting with members of the Charnwood Disability Forum 28-11-2008
- Detailed comments made at these events can be found at [www.charnwood.gov.uk/pages/issues2007](http://www.charnwood.gov.uk/pages/issues2007)

Within each of the above workshops a mixture of preferences for different locations for development were expressed. There was a preference for South Loughborough given at the event at the Ram Krishna Centre which considered options around Loughborough.

In 2008, as part of the Core Strategy Further Consultation, planning officers attended the Charnwood Youth Forum Annual Conference. The Youth Forum agreed to undertake a workshop on planning for the future of Charnwood Borough as part of the conference. Further information about this event and its findings can be found using the following link: [www.charnwood.gov.uk/pages/core\\_strategy\\_further\\_consultation\\_events](http://www.charnwood.gov.uk/pages/core_strategy_further_consultation_events)

Consultation responses in the [Report of Consultation](#) (2009) covered the issues raised by the questions and no responses related to equality and diversity issues.

#### Topic Based Consultation

Between 2008 and 2012 a number of workshops were held to focus on particular areas of the Core Strategy, and Partial Equalities Impact Assessment were carried out and informed the following events:

- 3<sup>rd</sup> December 2010 Watermead/ Thurmaston Area
- 5<sup>th</sup> January 2011 Approach to Loughborough Town Centre
- 26<sup>th</sup> January 2011 approach to retail and town centre
- 28<sup>th</sup> January 2011 approach to 'green infrastructure', (open spaces, wildlife sites, rivers etc)
- 25<sup>th</sup> February 2011 Watermead/Thurmaston Area

### 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 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>Age</b></p>	<p>A Partial Equalities Impact Assessment (EquIA) was carried out to examine the potential differential impact of options within the overall development strategy. This highlighted that development in Cotes, Wymeswold and to an extent North Birstall, North Glenfield and Southwest Loughborough may have a disproportionate adverse impact on the elderly who would be less able to gain access to service and facilities.</p> <p>An EquIA for retail and town centre identified those different age groups (old and young) may be disadvantaged in gaining access to town centre services and facilities across the borough in future years. Evidence from consultation with young people highlighted that access to facilities was a key issue.</p> <p>A (EquIA) was carried out to examine where major retail/leisure development may take place around Loughborough Town Centre, and looked at a number of potential expansion 'zones'. The main differential impact for people of differing age groups was considered to be access. Most zones have level access some with a single pedestrian crossing. The zone to the northwest of the town centre (towards Sainsbury's) is more remote from the main centre, and requires two road crossings to access the site from other parts of the town centre. The delivery of the Loughborough Inner Relief Road and pedestrianisation of the A6 has the potential to make the central, eastern and northern zones more accessible than at present.</p> <p>Other EquIA highlighted that young people may be disadvantaged in gaining access to housing, recreation sites and community facilities in future years if they do not have an opportunity to engage in planning for the future of their communities.</p> <p>Evidence from the Council's Strategic Housing Market Assessment (2008) identified Charnwood's aging population over the plan period and the need to plan for the housing needs of older people.</p> <p><u>Response</u></p> <p>The overall development strategy is set out in Policy CS1 which has been informed by sustainability appraisal. A key principle underlying the Policy CS1 is to ensure that where new development delivers a range of services and facilities that they are accessible to new and existing residents alike.</p>

Policies CS1, CS15, CS17, CS19, CS20, CS22, CS24 and CS25<sup>1</sup> set out the approach to where strategic development will be located. These policies seek to secure facilities and services including play and open space provision, education facilities and providing improved cycling and footpath links which have the potential to benefit all age groups including the young. The above policies referring to strategic sites.

CS19, CS20, CS22, CS24<sup>1</sup> relate to strategic development sites and include a requirement to include community consultation as part of detailed masterplanning and design of each site

Policy CS2 High Quality Design includes the following requirements:

- provide attractive, well managed and safe public and private spaces;
- provide well defined and legible streets and spaces that are easy to get around for all, including those with disabilities.

Policy CS17 Sustainable Travel has been shaped to encourage better access to facilities and services for all people within the community. The policy includes the following criteria:

- Requiring new major developments to provide walking, cycling and public transport access to key facilities and services;
- Requiring new major developments to provide safe and well-lit streets and routes for walking and cycling that are integrated with the wider green infrastructure network.
- Securing new and enhanced bus services from major developments and new bus stops where new development is more than 400 metres walk from an existing bus stop.

Policy CS9 (Town Centres and Shops) deals with Loughborough Town Centre and other town and village centres. At a borough level the policy seeks to locate new retail and leisure development in central areas with good access to public transport. This same policy also seeks to locate major retail and leisure development to southeast of Loughborough town centre, which is the most accessible of the alternative options considered.

Policies CS3, CS19, CS20, CS22, and CS24<sup>1</sup> respond to evidence for Charnwood (Strategic Housing Market Assessment) about the broad need for older peoples' housing, and so would be of benefit to older people.

Policy CS3 also encourages the delivery of homes built to the Lifetime Homes standard, so that they may help the elderly adapt to their housing.

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<sup>1</sup> Appendix 1 sets out policy names within Charnwood Local Plan Core Strategy

<p><b>Disability (physical, visual, hearing, learning disabilities, mental health)</b></p>	<p>A (EqulA) was carried out to examine the potential differential impact of options within the development strategy. Development in Cotes and Wymeswold and to an extent North of Birstall, North Glenfield and Southwest Loughborough may have a disproportionate adverse impact on those with physical impairments who would be less able to gain access to service and facilities. This is because these alternative locations are distant or have physical barriers separating them services and facilities within adjoining communities, and /or bus services are less frequent in these locations.</p> <p>Partial Equalities Impact Assessment (EqulA) for retail and town centre identified a potential differential impact for people with disabilities in terms of gaining access into and within the town / district / local centres.</p> <p>Partial (EqulA) for ‘Green Infrastructure’ and for Watermead/ Thurmaston highlighted the need for access into and within green infrastructure to be suitable for people with disabilities.</p> <p>Consultation indicated that there may be a differential impact on people with disabilities in terms of the design of new houses. This consultation also highlighted the importance of better bus services to key facilities such as hospitals.</p> <p>The overall development strategy is set out in Policy CS1<sup>1</sup> which has been informed by sustainability appraisal. A key principle underlying the Policy CS1<sup>1</sup> is to ensure that where new development delivers a range of services and facilities that they are accessible to new and existing residents alike.</p> <p>Policy CS2 High Quality Design includes the following requirements:</p> <ul style="list-style-type: none"> <li>▪ provide attractive, well managed and safe public and private spaces;</li> <li>▪ provide well defined and legible streets and spaces that are easy to get around for all, including those with disabilities.</li> </ul> <p>Policy CS9 (Town Centres and Shops) deals with Loughborough Town Centre and other town and village centres. At a borough level the policy seeks to locate new retail and leisure development in central areas with good access to public transport. This same policy also seeks to locate major retail and leisure development to southeast of Loughborough town centre, which is the most accessible of the alternative options considered.</p> <p>Policy CS17 Sustainable Travel has been shaped to encourage better access to facilities and services for all people within the community.</p> <ul style="list-style-type: none"> <li>▪ Requiring new major developments to provide walking, cycling and public transport access to key facilities and services;</li> </ul>
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	<ul style="list-style-type: none"> <li>▪ Requiring new major developments to provide safe and well-lit streets and routes for walking and cycling that are integrated with the wider green infrastructure network.</li> <li>▪ Securing new and enhanced bus services from major developments and new bus stops where new development is more than 400 metres walk from an existing bus stop</li> </ul> <p>Policy CS3 also encourages the delivery of homes built to the Lifetime Homes standard which would be of benefit to those with physical disabilities.</p>
<b>Gender/Sex</b>	Planning policies are not considered to differentiate by gender.
<b>Religious Belief</b>	<p>A (EquIA) was carried out to examine the potential differential impact of options within the development strategy. None of the options are considered to have a disproportionate adverse impact on people with a particular religious belief, as there is a lack of information about where those with particular religious beliefs reside within the borough.</p> <p>Partial (EquIA) for retailing and town centres highlighted a potential differential impact for places of worship as these are a type of use that national planning policy seeks to focus on town centres. For some religious groups their places of worship may have restrictions in where they can be built and the types of uses that they can adjoin. For example there could be issues of a butchers selling pork being located next to a mosque.</p> <p>Partial (EquIA) for Green Infrastructure for Watermead/Thurmaston highlighted potential differential impacts on people with different religious beliefs. Religious festivals and ceremonies may often involve rivers or areas of open ground. There may be a desire to make use of the Watermead Park as a venue for Hindu funerals.</p> <p>Consultation highlighted access to facilities, need to have access to a place of worship, need for houses with more than one room.</p> <p>Policy CS9 'deals with town centres and shops. There is potential within the planning system to regulate different types of uses through the Use Classes Order. The Use Classes Order however does not enable control over different types of butcher, and it would therefore be impractical for Core Strategy to seek to control uses to that level of detail.</p> <p>Similarly, the Core Strategy is written at a strategic scale and the way aspects of the natural environment may be used for religious purposes may be addressed at a detailed masterplanning stage. CS19, CS20, CS22, CS24<sup>1</sup> relate to strategic development sites and include a requirement to include community consultation as part of detailed masterplanning and design of each site.</p>

	<p>Policies relating to the sustainable urban extensions north east of Leicester, North of Birstall and West of Loughborough each make provision for a place of worship, which may have a positive effect upon people with particular religious beliefs. It is however not possible to state at this stage what form the place of worship will take or indeed which religion should be represented given the strategic nature of the Core Strategy.</p>
<b>Racial Group</b>	<p>A (EquIA) was carried out to examine the potential differential impact of options within the development strategy. Evidence shows that there is a large Black and minority, ethnic groups (BME) community in Thurmaston, West of Syston and East Loughborough. Development could have positive impacts in terms of providing housing that could address particular needs of that community.</p> <p>BME groups are concentrated in east Loughborough. Residents in this area tend to have low levels of car ownership and so pedestrian and public transport access is important. In terms of where new development should take place around Loughborough Town Centre, areas to the east of the Town Centre are more accessible to the residents of east Loughborough.</p> <p>Policies CS1, CS15, CS17, CS19, CS20, CS22, CS24 and CS25<sup>1</sup> set out the approach to where strategic development will be located. These policies seek to secure facilities and services including play and open space provision, education facilities and providing improved cycling and footpath links which have the potential to benefit all racial groups.</p> <p>Policy CS9 (Town Centres and Shops) deals with Loughborough Town Centre and other town and village centres. The policy seeks to locate major retail and leisure development to southeast of Loughborough town centre, which is the most accessible of the alternative options considered.</p>
<b>Sexual Orientation</b>	<p>Planning policies are not considered to differentiate by sexual orientation.</p>
<b>Transgender</b>	<p>Planning policies are not considered to differentiate by people who are transgender.</p>
<b>Other protected groups (pregnancy &amp; maternity, marriage &amp; civil partnership)</b>	<p>A (EquIA) was carried out to examine the potential differential impact of options within the development strategy. Development in Cotes and Wymeswold and to an extent North of Birstall, North Glenfield and Southwest Loughborough may have a disproportionate adverse impact on pregnant women, mothers with babies/ young children who may be physically less able to gain access to service and facilities or those services and facilities do not meet specific needs.</p> <p>Consultation with mothers with children identified difficulties in getting round Loughborough town Centre.</p> <p>The overall development strategy is set out in Policy CS1 which has</p>

	<p>been informed by sustainability appraisal. A key principle underlying the Policy CS1 is to ensure that where new development delivers a range of services and facilities that they are accessible to new and existing residents alike.</p> <p>Policy CS2 High Quality Design includes the following requirements:</p> <ul style="list-style-type: none"> <li>▪ provide attractive, well managed and safe public and private spaces;</li> <li>▪ provide well defined and legible streets and spaces that are easy to get around for all, including those with disabilities.</li> </ul> <p>Policy CS9 (Town Centres and Shops) deals with Loughborough Town Centre and other town and village centres. At a borough level the policy seeks to locate new retail and leisure development in central areas with good access to public transport. This same policy also seeks to locate major retail and leisure development to southeast of Loughborough town centre, which is the most accessible of the alternative options considered.</p>
<b>Other socially excluded groups (low literacy, priority neighbourhoods, socio-economic, etc)</b>	The consideration of the potential impact major new development upon Priority Neighbourhoods in Charnwood has been considered at each major consultation of the Local Plan Core Strategy, notably through the Sustainability Appraisal Report.
<b>All</b>	

## Step 5 – Action Plan

<b>Please include any identified concerns/actions/issues in this action plan: <i>The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan</i></b>			
<b>Question Number (Ref)</b>	<b>Action</b>	<b>Responsible Officer</b>	<b>Target Date</b>
	Research information where we currently lack information around disability, sexual orientation, and transgender	Richard Brown/Rachel Beaumont	July 2013
	Include equalities questionnaire as part of submission consultation of the Core Strategy May – June.	Richard Brown	May 2013
	Ensure that equalities considerations are addressed from the early stage in the detailed design of strategic sites, including in the masterplanning process for the Sustainable Urban Extensions	Richard Brown	May 2013

**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>	Yes	Through the EIA working group
<b>Service users</b>	Yes	Through the publication of the EIA and the policies set out in the core strategy and the planning application process
<b>Partners and stakeholders</b>	Yes	Through the publication of the EIA and the policies set out in the core strategy and planning application process
<b>Others</b>		
<b>To ensure ease of access, what other communication needs/concerns are there?</b>		A detailed consultation plan has been prepared for the publication of the pre-submission draft of the Core Strategy which reflects the advice in the council's customer service strategy and the Statement of Community Involvement.

**Step 7 – Conclusion (to be completed and signed by the [Service Head](#))**

<b>Please delete as appropriate</b>
<b>I agree/disagree with this assessment/action plan</b>
<b>If <i>disagree</i>, state action/s required, reasons and details of who is to carry them out with timescales:</b>
<b>Signed (Service Head):</b>
<b>Date:</b>

**Please send completed & signed assessment to: Rachel Beaumont**

## **Appendix 1 List of Policies with Charnwood Local Plan Core Strategy**

- Policy CS1: Development Strategy
- Policy CS2: High Quality Design
- Policy CS3: Strategic Housing Needs
- Policy CS4: Houses in Multiple Occupation
- Policy CS5: Gypsies and Travellers
- Policy CS6: Employment and Economic Development
- Policy CS7: Regeneration of Loughborough
- Policy CS8: Regeneration of Shepshed
- Policy CS9: Town Centres and Shops
- Policy CS10: Rural Economic Development
- Policy CS11: Landscape and Countryside
- Policy CS12: Green Infrastructure
- Policy CS13: Biodiversity & Geodiversity
- Policy CS14: Heritage
- Policy CS15: Open Spaces, Sport and Recreation
- Policy CS16: Sustainable Construction and Energy
- Policy CS 17: Sustainable Travel
- Policy CS18: The Local and Strategic Road Network
- Policy CS19: North East of Leicester Sustainable Urban Extension
- Policy CS20: North of Birstall Direction of Growth
- Policy CS21: Watermead Regeneration Corridor – Direction of Growth
- Policy CS22: West of Loughborough Sustainable Urban Extension
- Policy CS23: Loughborough University and Science & Enterprise Park
- Policy CS24: Shepshed Direction of Growth
- Policy CS25: Delivering Infrastructure
- Policy CS26: Presumption in Favour of Sustainable Development

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Policy		Race	Gender	Disability	Age	Religion/ Belief	Sexual Orientation	Trans- Gender	Pregnancy and Maternity	Comment/How Differential Impact Has Been Addressed in Core Strategy
Policy CS1:	Development Strategy	↑	○	↓?	↓?	○	○	○	○	<p>Previous EquIA identified potential access issues with development north of Birstall as it separated from areas to the south by A46. Policies CS2, CS17 and CS20 seek to maximise accessibility by a variety of means, and seek to ensure the design of development caters for people with disabilities.</p> <p>The 'mix of housing policy' seeks to secure a mix of accommodation to meet needs. The Council's Strategic Housing Market Assessment indicates that some BME groups require specific types of housing (generally larger properties). Our aging population also requires a</p>

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Policy		Race	Gender	Disability	Age	Religion/ Belief	Sexual Orientation	Trans- Gender	Pregnancy and Maternity	Comment/How Differential Impact Has Been Addressed in Core Strategy
										housing stock that enables people to down size to smaller, more accessible houses (such as bungalows). This will be enabled by Policies CS1 Development Strategy combined with CS3: Strategic Housing Needs.
<b>Policy CS2:</b>	<b>High Quality Design</b>	○	○	○	○	○	○	○	○	Policy seeks to: <ul style="list-style-type: none"> <li>▪ <i>provide attractive, well managed and safe public and private spaces;</i></li> <li>▪ <i>provide well defined and legible streets and spaces that are easy to get around for all, including those with disabilities</i></li> </ul> Policy therefore seeks to ensure that development is designed to cater for differing needs of people.
<b>Policy CS3:</b>	<b>Strategic Housing Needs</b>	↑	○	↓/↑	↓/↑	○	○	○	○	The 'mix of housing policy' seeks to secure a mix of

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									<p>accommodation to meet needs. The Council's Strategic Housing Market Assessment indicates that some BME groups require specific types of housing (generally larger properties) . This will be enabled by the policy.</p> <p>Policy seeks Lifetime Homes standards which can benefit those with physical disabilities.</p>
<p><b>Policy CS4:</b> Houses in Multiple Occupation</p>	O	O	O	O	O	O	O	O	<p>People with a disability might be affected when trying to submit a planning application for a HMO use. But this impact would already have been investigated through the planning application procedure EIA.</p> <p>Large extended families living in a property which are more common in</p>

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Policy		Race	Gender	Disability	Age	Religion/ Belief	Sexual Orientation	Trans- Gender	Pregnancy and Maternity	Comment/How Differential Impact Has Been Addressed in Core Strategy
										some Black and Minority Ethnic Groups would be defined as living in a family home and so would not be classed as a HMO.
<b>Policy CS5:</b>	<b>Gypsies and Travellers</b>	↑	○	○	○	○	○	○	○	Policy CS5 seeks to provide for the accommodation needs of gypsy and travellers and so would have a positive effect on this group.
<b>Policy CS6:</b>	<b>Employment and Economic Development</b>	○	○	○	○	○	○	○	○	Policy criteria include: <ul style="list-style-type: none"> <li>▪ Promoting business and employment regeneration opportunities that are accessible to the Priority Neighbourhoods</li> <li>▪ Supporting major employment opportunities in locations where they reduce journeys to work by car</li> </ul> The policy is not considered to have a

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Policy		Race	Gender	Disability	Age	Religion/ Belief	Sexual Orientation	Trans- Gender	Pregnancy and Maternity	Comment/How Differential Impact Has Been Addressed in Core Strategy
										differential impact on people with protected characteristics.
<b>Policy CS7:</b>	<b>Regeneration of Loughborough</b>	○	○	○	○	○	○	○	○	Black and minority, ethnic groups (BME) are concentrated in east Loughborough. Policy CS7 identifies a series of regeneration priorities, many of which are located in east of Loughborough.  Notwithstanding the above, the policy is not considered to have a differential impact on people with protected characteristics.
<b>Policy CS8:</b>	<b>Regeneration of Shepshed</b>	○	○	○	○	○	○	○	○	The policy is not considered to have a differential impact on people with protected characteristics.
<b>Policy CS9:</b>	<b>Town Centres and Shops</b>	↓	○	↓?	↓?	○	○	○	○	Policy CS9 seeks to locate new retail and leisure uses in town and village centres around the borough,

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Policy	Race	Gender	Disability	Age	Religion/ Belief	Sexual Orientation	Trans- Gender	Pregnancy and Maternity	Comment/How Differential Impact Has Been Addressed in Core Strategy
									<p>where they are accessible by a number of modes of transport, therefore maximising accessibility for all age groups.</p> <p>Black and minority, ethnic groups (BME) are concentrated in east Loughborough. The approach to development CS9 is to prioritise regeneration in the southeast of Loughborough Town Centre and Devonshire Square, which are considered to be the accessible locations to all sections of the community.</p> <p>Policy CS2 High Quality Design would also ensure that development in town centres is designed to ensure that it is accessible to people with disabilities.</p>

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	<b>Policy</b>	<b>Race</b>	<b>Gender</b>	<b>Disability</b>	<b>Age</b>	<b>Religion/ Belief</b>	<b>Sexual Orientation</b>	<b>Trans- Gender</b>	<b>Pregnancy and Maternity</b>	<b>Comment/How Differential Impact Has Been Addressed in Core Strategy</b>
<b>Policy CS10:</b>	<b>Rural Economic Development</b>	○	○	○	○	○	○	○	○	The policy is not considered to have a differential impact on people with protected characteristics.
<b>Policy CS11:</b>	<b>Landscape and Countryside</b>	○	○	○	○	○	○	○	○	The policy is not considered to have a differential impact on people with protected characteristics
<b>Policy CS12:</b>	<b>Green Infrastructure</b>	○	○	↓?	○	○	○	○	○	Policy CS2 High Quality Design would also ensure that new green infrastructure is designed to ensure that it is accessible to people with disabilities
<b>Policy CS13:</b>	<b>Biodiversity and Geodiversity</b>	○	○	○	○	○	○	○	○	The policy is not considered to have a differential impact on people with protected characteristics
<b>Policy CS14:</b>	<b>Heritage</b>	○	○	○	○	○	○	○	○	The policy is not considered to have a differential impact on people with protected characteristics

**Charnwood Draft Core Strategy Equalities Impact Assessment February 2013**

	<b>Policy</b>	<b>Race</b>	<b>Gender</b>	<b>Disability</b>	<b>Age</b>	<b>Religion/ Belief</b>	<b>Sexual Orientation</b>	<b>Trans- Gender</b>	<b>Pregnancy and Maternity</b>	<b>Comment/How Differential Impact Has Been Addressed in Core Strategy</b>
<b>Policy CS15:</b>	<b>Open Spaces, Sport and Recreation</b>	○	○	○	↑	○	○	○	○	The policies seek facilities and services that will benefit young people through play and open space provision.
<b>Policy CS16:</b>	<b>Sustainable Construction and Energy</b>	○	○	○	○	○	○	○	○	The policy is not considered to have a differential impact on people with protected characteristics
<b>Policy CS17:</b>	<b>Sustainable Travel</b>	○	○	○	○	○	○	○	○	The policy is not considered to have a differential impact on people with protected characteristics. The policy when implemented will ensure that developments are accessible to a wide variety of users.
<b>Policy CS18:</b>	<b>The Road Network</b>	○	○	○	○	○	○	○	○	The policy is not considered to have a differential impact on people with protected characteristics
<b>Policy CS19:</b>	<b>North East of Leicester Sustainable Urban</b>	○	○	○	○	○	○	○	○	The policy is not considered to have a differential impact on

**Charnwood Draft Core Strategy Equalities Impact Assessment February 2013**

	<b>Policy</b>	<b>Race</b>	<b>Gender</b>	<b>Disability</b>	<b>Age</b>	<b>Religion/ Belief</b>	<b>Sexual Orientation</b>	<b>Trans- Gender</b>	<b>Pregnancy and Maternity</b>	<b>Comment/How Differential Impact Has Been Addressed in Core Strategy</b>
	<b>Extension</b>									people with protected characteristics
<b>Policy CS20:</b>	<b>North of Birstall Direction for Growth</b>	↑	○	↓?	↓?	○	○	○	○	Previous EQuIA identified potential access issues with development north of Birstall as it separated from areas to the south by A46. Policies CS2, CS17 and CS20 seek to maximise accessibility by a variety of means, and seek to ensure the design of development caters for people with disabilities.
<b>Policy CS21:</b>	<b>Watermead Regeneration Corridor</b>	○	○	○	○	○	○	○	○	The policy is not considered to have a differential impact on people with protected characteristics
<b>Policy CS22:</b>	<b>West of Loughborough Sustainable Urban Extension</b>	○	○	○	○	○	○	○	○	The policy is not considered to have a differential impact on people with protected characteristics
<b>Policy CS23:</b>	<b>Loughborough University and</b>	○	○	○	○	○	○	○	○	The policy is not considered to have a

**Charnwood Draft Core Strategy Equalities Impact Assessment February 2013**

	<b>Policy</b>	<b>Race</b>	<b>Gender</b>	<b>Disability</b>	<b>Age</b>	<b>Religion/ Belief</b>	<b>Sexual Orientation</b>	<b>Trans- Gender</b>	<b>Pregnancy and Maternity</b>	<b>Comment/How Differential Impact Has Been Addressed in Core Strategy</b>
	<b>Science and Enterprise Park</b>									differential impact on people with protected characteristics
<b>Policy CS24:</b>	<b>Shepshed Direction for Growth</b>	○	○	○	○	○	○	○	○	The policy is not considered to have a differential impact on people with protected characteristics
<b>Policy CS25:</b>	<b>Delivering Infrastructure</b>	○	○	○	○	○	○	○	○	The policy is not considered to have a differential impact on people with protected characteristics
<b>Policy CS26:</b>	<b>Presumption In Favour Of Sustainable Development</b>	○	○	○	○	○	○	○	○	The policy is not considered to have a differential impact on people with protected characteristics

	Potential differential Negative effect		Potential differential positive effect	○	There is no relationship or no significant relationship between the policy and the protected characteristic
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This appendix sets out Equalities Impact Assessments that have been carried covering the Core Strategy and the topic areas within it. Equalities Impact Assessments in this appendix include:

- Core Strategy 2006
- Retailing and Town Centres 2011
- Houses in Multiple Occupation
- Gypsy, Travellers and Showpeople
- Green Infrastructure

## Equality Impact Assessment Recording Form

This is a new and important process that will require different perspectives to be considered and, in some (hopefully few) cases, difficult decisions may need to be made about policy and service delivery.

Whilst it is necessary to identify a lead officer, it is advised that they do not undertake the impact assessment on their own, but set up a group comprising a diverse range of staff responsible for delivery the service, there may also be an opportunity to include a customer, stakeholder, partner or critical friend to get a more rounded understanding of the full implications of the policy, practice, service or function.

For more information on carrying out the assessment please refer to the guidance notes or contact the Equalities Officer or your Directorate Equality and Diversity Coordinator.

### STEP1 Equality Impact Assessment Team

Name of Policy, practice, service or function: Local Development Framework- Core Strategy

Assessment Team Leader Name Guy Longley

Directorate Responsible: Development

Service Area: Planning Policy

Other members of the assessment team:

<b>Name</b>	<b>Position</b>	<b>Area of Expertise</b>
Gemma Hill	Principal Planning Officer	LDF
Richard Brown	Senior Planning Officer	LDF
Sarah Cromie	Performance Improvement Officer (Equalities)	Equality and Diversity

## STEP2 Identifying the aims/objectives of the policy, practice, service or function

### Questions

1

#### **What are the main aims and objectives or purpose of the policy, practice, service or function?**

To establish appropriate spatial policies to guide, encourage and control development that is needed in the area in such a way as to conserve and enhance the best and most valued aspects of our built and natural heritage while protecting and promoting well designed, accessible, comfortable, safe and sustainable places in which to live, work and enjoy our leisure time.

The **Planning Policy** team is responsible for the preparation and adoption of the statutory Local Development Framework (LDF) in accordance with the provisions of the Planning and Compulsory Purchase Act 2004. The resultant plans and strategies will represent important vehicles for the delivery of key corporate priorities related to the attraction of inward investment to increase the economic vitality of the Borough in line with the Economic Development Strategy, the achievement of major transportation infrastructure, the recycling of “brown field” sites, the promotion of higher density housing development and the provision of a policy framework to assist in the management of an effective Development Control service.

What outcomes do you want to achieve?

Outcomes outlined in Service Plan:

- (SE2)- Additional homes and places of work that both preserve and enhance the distinctive characteristics and the built and natural environment;
- (SE3)- Sustainable towns and village centres;
- (SE5)- Charnwood secures a reputation as a quality residential, educational, business and recreational location;
- (SE7)- Improved customer access;
- (SE8)- The natural and historic heritage of the Borough is safeguarded;
- (CSH11)- Reliable, integrated, sustainable and convenient public transport serving the Borough;
- (CL7)- Improved parks, allotments and green spaces;
- (DH6)- The supply of affordable housing is increased;
- (EP1)- Charnwood’s economy develops to the benefit of local people;
- (EC3)- Improved communication and consultation with partners, staff and members of the public.

2	<p><b>Are there any associated services, policies or procedures? Yes</b>  <b>If 'Yes' please list below</b>  In setting out the spatial planning framework for the area the LDF will link with a range of other services, policies and procedures. In terms of Council policy documents the LDF will link with:</p> <ul style="list-style-type: none"> <li>- the Corporate Plan;</li> <li>- the Housing Strategy;</li> <li>- the Climate Change strategy;</li> <li>- the Charnwood Economic Development Strategy;</li> <li>- the Green Space Strategy;</li> <li>- the Charnwood Draft Air Quality Action Plan;</li> <li>- the Charnwood Biodiversity Action Plan</li> </ul>
3	<p><b>Who is affected by this policy, practice, service or function, or by the way it is carried out? i.e. Who are the internal and external customers, groups, communities or any other stakeholders?</b></p> <ul style="list-style-type: none"> <li>▪ Internal customers- other Directorates- LDF will be a vehicle to help deliver key Corporate objectives with relevance to other Directorates- eg- housing and employment land, affordable housing, new areas of open space etc.</li> <li>▪ External customers- local residents, businesses and other interests will be affected by policies contained within the LDF to varying degrees. Specific and general consultation bodies are set out in the Statement of Community Involvement.</li> </ul>
4	<p><b>Who implements, carries out or delivers the policy, practice, service or function? Please state where more than one person, team, department or body? – and include any outside organisations who deliver under procurement arrangements etc.</b></p> <ul style="list-style-type: none"> <li>▪ Land use elements of LDF will be delivered largely through Development Control function- through the granting of planning permission for development.</li> <li>▪ Other Directorates may assist in the delivery elements of the strategy.</li> <li>▪ Delivery of spatial elements of LDF may involve other agencies including Health Authority, Highway Authority, Education Authority</li> </ul>
5	<p><b>Is the policy, practice, service or function affected by external drivers for change? e.g. new legislation, national policy, external inspection etc.</b></p> <ul style="list-style-type: none"> <li>▪ Guidance and best practice on preparation of LDF's emerging.</li> <li>▪ Development Plan Documents will be subject to independent examination which will result in a report from an Inspector binding on the local authority.</li> </ul>
6	<p><b>What existing or previous inspections of the policy, practice, service or function are there? E.g. Best Value Inspections, policy reviews, research into the effects of a policy or practice.</b></p> <ul style="list-style-type: none"> <li>▪ Independent examination of Statement of Community Involvement- approved for adoption.</li> <li>▪ Responses to consultation on Core Strategy and Science Park Preferred Options documents.</li> </ul>

	<ul style="list-style-type: none"> <li>Responses to consultation on SPDs.</li> <li>Annual Monitoring Report will assess implementation of policies in plan.</li> </ul> <p><b>What did they tell you?</b></p> <ul style="list-style-type: none"> <li>SCI Inspector found document met the specified tests of soundness.</li> <li>Summary of responses to DPDs and SPDs on web.</li> </ul>
7	<p><b>How is information about the policy, practice, service or function publicised?</b></p> <ul style="list-style-type: none"> <li>Local Development Scheme sets out timetable for production of documents</li> <li>All LDF documents available on web site.</li> <li>Procedures for consultation set out in Statement of Community Involvement.</li> <li>Includes letters to key stakeholders, leafleting of households, exhibitions and roadshows, notices in the press.</li> </ul>

### STEP 3 Equality Impact Assessment

Although this form is set out under the six strands of equality we are focusing on (race, disability, gender, age, religion and belief and sexuality), consider any impacts/barriers that might cross over between race/disability, gender/religion and belief, sexuality/age etc. or all three. Use the boxes on the next couple of pages to indicate where the policy, practice, service or function could have a **positive** or **negative** impact for different groups and your reasons.

#### Race

This question looks broadly at adverse impacts/barriers in terms of race, whilst the next page considers adverse impacts/barriers which may be particular to people from one ethnic group.

Question 9 considers impact/barriers for different ethnic groups within the five broad census headings.

8	Identify an adverse impacts/barriers of the policy or procedure on people who may be disadvantaged because of their race
	<ul style="list-style-type: none"> <li>Language barriers in consultation process</li> </ul>
9	Identify any adverse impact/barriers of the policy, practice, service or function on people who may be disadvantaged because of their race
	<p>Broad categories used in 2001 census</p> <ul style="list-style-type: none"> <li>Asian or Asian British</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Black or Black British</li> <li>▪ Chinese</li> <li>▪ Dual Heritage</li> <li>▪ White</li> <li>▪ Any other people</li> </ul>	
	Gypsies and Travellers	Gypsies and travellers needs assessment being carried out in conjunction with County etc.
	Asylum Seekers and Refugees	Links to BME Housing Strategy
10.	<p>Where do you think improvements could be made for people of different racial groups?</p> <ul style="list-style-type: none"> <li>▪ Proactive targeting of areas in Loughborough with a high BME population for consultation workshops etc. Use of Community Strategy Support Officers in their Neighbourhood Management role</li> <li>▪ BME Housing Strategy will feed into land use etc.</li> <li>▪ Capacity building – on going process/dialogue this means improving engagement in future Issues and Options stages</li> </ul> <p>ACTION Development Control Documents using more customer engagement – Richard Brown to speak to Matt Wade, internal, statutory agency and the public. Jan 07  ACTION gain support from Neighbourhood Managers on the consultation process  ACTION incorporate any actions from the BME Housing Strategy into the allocations stage  ACTION brief members on Gypsies and Travellers needs assessment draft results in Dec/Jan  ACTION include in all press release and publications stats or reasons behind increase in development numbers. Use of media images  ACTION Core Strategy Submission customer engagement June – Dec 07</p>	

## Gender

It is worthwhile remembering that women and men have different priorities in relation to what services they want and different needs for how these are provided. Men-only or women-only delivery for some services could be an option.

11	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their gender.	
	Women	
	Men	
	Transgender	n/a
12	Where do you think improvements could be made for people experiencing disadvantage because of their gender?	

- Consultation barriers around timings of events – try to mix timings evening/day/weekend

ACTION include consultation planner for next stages

## Disability

13	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their disability.
	People with physical or mobility impairments
	People with sensory impairments (hearing, visual and speech)
	People who use mental health services
	People with learning disabilities
	People who have a non-visible condition such as epilepsy or diabetes
14	<p>Where do you think improvements could be made for people experiencing disadvantage because of their disability?</p> <p><u>Positive work includes:</u></p> <ul style="list-style-type: none"> <li>▪ Design policy 5.11 includes disability leading through to Leading in Design and the Making it Easy SPD</li> <li>▪ Specific issues picked up by building regulations</li> <li>▪ Consultation bodies includes reps from disabled groups</li> </ul> <p><u>Improvements include:</u></p> <ul style="list-style-type: none"> <li>▪ Currently no method of monitoring the SPDs which relate to disability access</li> <li>▪ Lack of enforcement of Making it Easy and Leading in Design</li> <li>▪ Often a gap between building regs and public realm issues. There is also a gap on picking up on public health issues.</li> </ul>

ACTION Development of monitoring and implementation framework systems for the SPDs 12 months Speak to DH  
 ACTION Core Strategy monitoring and implementation framework developed April 07  
 ACTION Use of accessible venues for consultation

**Age**

When answers the following questions consider the needs of the wider age range of Borough

15	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their age.	
	0-9	
	10-15	Consultation process hasn't engaged younger people
	16-19	
	20-29	
	30-44	
	45-59	
	60-64	
	65-74	
75-over		
16	Where do you think improvements could be made for people experiencing disadvantage because of their age? <u>Young People</u> ACTION Include in consultation strategy methods for engaging young people in LDF/DPD Could include: <ul style="list-style-type: none"> <li>▪ Questionnaires designed and done by young people</li> <li>▪ Capacity building with schools</li> <li>▪ RTPi document on national curriculum</li> <li>▪ Using messages in media that target 20-34 year olds</li> </ul>	

## Religion and Belief

17	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their religion or belief.	
	Christian	
	Buddhist	
	Hindu	
	Jewish	
	Muslim	
	Sikh	
	Other	
	No religion or belief	
18	<p>Where do you think improvements could be made for people experiencing disadvantage because of their religion or religion?</p> <ul style="list-style-type: none"> <li>▪ Awareness of religious festivals and custom and practise in planning events etc.</li> <li>▪ Allocation of places of worship taking into account in the Allocations Document Issues and Options stage. Sept 07 – March 08</li> </ul>	

## Sexuality

19	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their sexuality.	
	Lesbian, gay or bisexual people	n/a
20	Where do you think improvements could be made for people experiencing disadvantage because of their sexuality?	

## Other Categories

21	<p>Students</p> <ul style="list-style-type: none"><li>▪ LDF will provide improved student accommodation</li><li>▪ There is quite high anti student attitude within Loughborough and therefore resistance for new development related to students.</li><li>▪ Have links with the Student Liaison group – Student SPD went through this group</li></ul>
22	<p>Rural/Urban</p> <ul style="list-style-type: none"><li>▪ Mechanisms to engage with the rural areas through Parishes</li><li>▪ Rural issues are also picked up through the policy work with the County Council</li><li>▪ Not the representation in Loughborough – Loughborough Voice issues. Have links with residents groups</li></ul> <p>ACTION Targets sessions with specific wards in Loughborough</p>
24	<p>Any other</p> <ul style="list-style-type: none"><li>▪ Community Cohesion issues due to the size of new developments and the numbers of new housing that needs to be found through the Regional Spatial Strategy. Thought through integration of old and new residents e.g. Hallam Fields arts projectsv</li><li>▪ Use of Section 106 contributions to deliver community cohesion initiatives</li></ul>

## Customer Access

25	<p>How do customers currently access the service i.e. what are the access channels e.g. web, telephone, letter etc.</p> <p>Customers gain access through the consultation process on the LDF and planning applications. Therefore, the consultation processes need to be robust enough to ensure full participation</p> <p>What improvements can be made?</p>
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Are there any physical barriers to accessing the service

Barriers to getting involved in the consultation include venues for events, access to the internet for website information. Complexity of the process is also a barrier.

How are they overcome?

Drawing up a robust consultation strategy for the next stage of the consultation round

What customer involvement in setting the customer service standards i.e. opening hours, response times, availability etc.  
**Use of customer service group to test on?**

#### STEP 4 Collecting the information and data about how the policy, practice, service or function impact on communities

Please record your information and data below with reference to:

- Deciding what information or data you will need or desire
- Using both quantitative and qualitative data
- Ensuring that where possible there is information that allows all perspectives to be considered
- Identified any gaps in the information/data and what it can tell you

Data or information	When and how collected	Source	What it tells you – please consider all 6 equality strands where possible	Gaps in information
Customer feedback and complaints				
Consultation and community	Consultation on the Core		Info on equality	

Data or information	When and how collected	Source	What it tells you – please consider all 6 equality strands where possible	Gaps in information
involvement	Strategy Responses ?			
Performance information including Best Value				
Take up and usage data				
Comparative information or data where no local information				
Census, national or regional statistics				
Access audits or assessments e.g. DDA assessments				
Workforce profile	n/a			
Where service delivered under procurement arrangements – workforce profile for deliverers	n/a			
Monitoring and scrutiny outcomes				

## STEP 5 Monitoring

For this step it is important to refer to any monitoring information which is already held. As stated in the guidance notes arrangements need to be set up for effective monitoring if this is not already taking place.

	How do we know whether our service is accessible to all groups? Consultation equalities monitoring info
	If there is a lack of information, what research will be carried out, and for which groups?
	If this is a new policy, or one not currently monitored, what are the arrangements to begin monitoring the actual impacts of the policy?

## STEP 6 Consultation

	What have service users/non-users or other stakeholders (including employees) already told you about the policy and negative impacts? Who has been consulted and what methods were used?  What feedback has come out of the previous consultation
	If you need to carry out further consultation, who will you be consulting with and by what methods?  Consultation strategy to set out

## STEP 7 Equality Action Plan

<b>Problem/barrier identified</b>	<b>Actions to overcome problem/barrier</b>	<b>Resources required</b>	<b>Responsibility</b>	<b>Target Date</b>
<b>Lack of engagement in the consultation</b> DPD Jan 07 Core Strategy Submission June – Dec 07	Develop robust consultation process to gather all the EIA elements and include in next stage of consultation. To include: <ul style="list-style-type: none"> <li>▪ Engaging young people</li> <li>▪ Awareness of religious festivals and custom and practise in planning events etc.</li> <li>▪ Use of accessible venues for consultation</li> <li>▪ Use of Neighbourhood Managers on the consultation process</li> </ul>	<b>LDF Consultation budget</b>	<b>Richard Brown</b>	<b>Sept 06 – Jan 07</b>
<b>Allocation of sites for gypsies and travellers</b>	Brief members on Gypsies and Travellers needs assessment draft results in Include recommendations within the LDF	<b>County Project Budget</b>	<b>Guy Longley</b>	<b>Dec/Jan 07</b>  <b>March 07</b>
<b>Ensure link with BME Housing Strategy</b>	Incorporate any actions from the BME Housing Strategy into the allocations stage	<b>n/a</b>	<b>Guy Longley &amp; Donna Dwyer</b>	<b>Dec 07</b>
<b>Negative perceptions of local people on need for development related to asylum seekers</b>	Include in all press release and publications stats or reasons behind increase in development numbers. Use of media images	<b>Officer Time</b>	<b>Planning Policy Team</b>	<b>Ongoing</b>
<b>Monitoring implementation of the Strategy</b>	Core Strategy monitoring and implementation framework developed	<b>Officer Time</b>	<b>Guy Longley</b>	<b>April 07</b>
<b>Allocation of sufficient</b>	Allocation of places of worship taking into account in the	<b>n/a</b>	<b>Guy Longley</b>	<b>May 08</b>

<b>Problem/barrier identified</b>	<b>Actions to overcome problem/barrier</b>	<b>Resources required</b>	<b>Responsibility</b>	<b>Target Date</b>
<b>space for places of worship</b>	plan.			
<b>Community Cohesion</b>	Include link in Section 106 Contributions revised document to Core Strategy policy aspirations on social inclusion etc.	<b>n/a</b>	<b>Mick Morley</b>	<b>Oct 06</b>

# Charnwood Borough Council

## Equality Impact Assessment

<b>Title</b>	Retailing Policy Approach
<b>Date</b>	November 2010
<b>Lead Officer</b>	Richard Brown, Principal Planning Officer
<b>Team Members</b> this could include representatives from the service, other services in the Authority, service users, partners, stakeholders and external service providers.	Planning Policy Team Martin Tincknell, Head of Conservation and Landscape

### Step 1 – Setting Out the Parameters of the Assessment

<b>A. Scope: Outline the scope of what is being assessed</b>
A policy approach within the Core Strategy Development Plan Document. The policy approach concerns the town centres and retailing across the whole borough. The policy covers Loughborough Town Centre, District Centres which are located in suburban and in large villages, and also Local Centre which cater for the needs of larger neighbourhoods.
<b>B. Objectives and outcomes: Identify the objectives/outcomes of what is being assessed</b>
1. Consideration of the appropriate network and hierarchy of Town, District and Local Centres.
2. Consideration of the appropriate split in the amount of development to take place across the network of centres.
3. The promotion of a range of measures to improve the vitality and viability of centres across Charnwood.

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

<b>Available research and data</b>
Consultation responses in the <a href="#">Report of Consultation</a> (2009) include the following responses relevant to equality and diversity issues:
<ul style="list-style-type: none"><li>▪ that approaches lack a serious approach to inner poor areas,</li><li>▪ there is a need to protect and promote current cultural facilities in the town centre,</li><li>▪ there is a need for a safer and attractive night-time economy</li><li>▪ Core Strategy should support the development of District Centres to support local and elderly residents without access to a car</li><li>▪ The policy lacks details for outside Loughborough</li><li>▪ The policy is too narrowly focussed on retail, and should be widened out for other issues such as transport, public realm, heritage and improvements for visitors</li><li>▪ Out-of-town development would be contrary to the ethos of sustainable communities</li><li>▪ The student housing policy is destroying inner Loughborough</li></ul>
Consultation with key stakeholders and partners through the LDF process will seek to identify any equalities issues.

## Findings from previous Equality Impact Assessments

No previous EIA has been carried out although an [EIA of the Core Strategy Project](#) was undertaken in 2006.

This analysis identified the following equality issues:

- Race – Language and cultural barriers associated with engaging with Gypsy and Traveller groups
- Gender – Barriers around the timing of consultation events and the potential disadvantage that a narrow range of alternative event timings can have for women.
- Disability – A need to consider the needs of people with disabilities in planning the public realm and in providing access to the countryside. Also the potential that good town and country planning has in improving public health.
- Age – The 10-15 and 20-34 age groups seen to be not as well represented in the planning process
- Religion/beliefs – Need to be aware of the inter-faith calendar and to avoid holding events which clash. Respond to the need for Places of Worship in new development.

## Demographic information

A comprehensive record of demographic data for the Borough can be accessed from the [Charnwood Borough Council Demographic Profile](#) document (published 2005). Further [parish and ward level](#) data based on the 2001 Census is also available from the Council's website.

- Race - The BME population of Charnwood is 16,573 or 10.8% of the population. The largest ethnic groups are Indian (7,203 people), Other White (2,639 people) and Bangladeshi (1,249 people)
- Gender – The 2009 mid-year estimates show that the total population is split exactly 50% between male and female although there are significantly more males than females within the 20-24 age bracket
- Disability – no information is available
- Age - the Borough contains a large proportion of 20 to 24 year olds (especially males) due to the large number of students in Loughborough. The 25 to 29 years age group contains the lowest proportions. 18.5% of the population are aged under 16 years, and 17.4% are of pension age (male over 65 or female over 60).
- Religion or Belief - In Charnwood, 59,700 people identified themselves as Christian. The largest non-Christian group is Hindu (3.98%) although a large minority (over 23.78%) stated that they had no religion, or did not state their religion.
- Sexual orientation – no information is available
- Trans-gender - no information is available

## Anecdotal and other evidence

### Areas where we lack the information required

- Sexual orientation
- Trans-gender
- Disability

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

<p><b>Determine whether there is a need for further consultation or satisfaction testing</b></p> <p>The lead set by the 2006 Core Strategy EqIA relates to specific statutory public consultation milestones whereas the topic based policy approach requires consideration of the equalities impacts in formulating the policy itself. In this context there will be a need to:</p> <ul style="list-style-type: none"> <li>• Ensure that the needs of all age cohorts are met in planning for the Retail and Town Centres</li> <li>• Town Centres and services are accessible to people with disabilities</li> <li>• That the views of diverse groups are garnered through the stakeholder workshops with a particular emphasis on Gender, Religious belief and disability.</li> </ul> <p>This information will be used to inform Step 4.</p>
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### Step 4 – Findings

Diversity areas	Evidence of adverse/differential impact on specific groups Unmet needs that have been identified Any evidence of non-compliance with legislation
Age	Different age groups (old and young) may be disadvantaged in gaining access to town centre services and facilities across the borough in future years if they do not have an opportunity to engage in planning for the future of their communities
Disability	Access into and within the town/district/local centres must be suitable for people with disabilities
Gender	The future aspirations of men and women for town centres may be different
Religious Belief	Places of worship are types of uses that national planning policy seeks to focus on town centres. For some religious groups their places of worship may have restrictions in where they can be built and the types of uses that they can adjoin. For example there could be issues of a butchers selling pork being located next to a mosque.
Racial Group	
Sexual Orientation	
Trans Gender	
All	

Assessment rating at first assessment: Red  Amber  Green

### Step 5 – What we need to do

<p><b>This could include issues such as: gaps in data hence further consultation/research is required, actions needed to address inequality/adverse impact, the need to amend processes e.g. future procurement arrangements or ease of accessibility to a service.</b></p> <p><b><i>The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan</i></b></p>			
Objective	Action	Time-scale	Responsible Officer
Target invitations to workshop events to engage with identified groups	Ensure identified groups are on the mailing list	November 2010	R.Brown

**Step 6 – Who needs to know and how they will be informed**

	<b>Who needs to know</b>	<b>How they will be informed</b>
<b>Employees in the service</b>		
<b>Employees in other services</b>		
<b>Service users</b>		
<b>Partners and stakeholders</b>		
<b>Others</b>		
<b>To ensure ease of access, what other communication needs/concerns are there?</b>		

## Charnwood Borough Council

### Equality Impact Assessment 'Knowing you customers needs'

#### **Background**

An Equality Impact Assessment is an improvement tool. It will assist you in ensuring that you have thought about the needs and impacts of your service/policy/function in relation to the protected characteristics. It enables a systematic approach to identifying and recording gaps and actions.

#### **Legislation - Equality duty:**

As a local authority that provides services to the public, Charnwood Borough Council has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to:

- Eliminate discrimination, harassment and victimisation
- Advance Equality of Opportunity
- Foster good relations

For the following protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion and belief
8. Gender
9. Sexual orientation

What is prohibited?

1. Direct discrimination, including by association and perception.
2. Indirect discrimination – now covers all characteristics.
3. Pregnancy and maternity discrimination.
4. Harassment.
5. Third party harassment.
6. Discrimination arising from disability.
7. Duty to make reasonable adjustments.

Note: Complete the action plan as you go through the questions

<b>Title of the policy</b>	Article 4 Direction relating to development comprising change of use of a building to a use falling within Class C4 (houses in multiple occupation) from a use falling within Class C3 (dwelling house)
<b>Date</b>	11 February 2011
<b>Lead Officer</b>	Georgina Doyle
<b>Who else is involved in undertaking this assessment?</b>	Rachel Beaumont

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

<b>A. Outline: What is the purpose of this policy? (specify aims and objectives)</b>		
A potential topic based policy approach within the Core Strategy Development Plan Document. The policy approach concerns houses of multiple accommodation and the desire to protect the amenity of those living in HMO's and also promote a balanced community.		
<b>B. What specific groups is the policy designed to affect/impact?</b>		
The introduction of this direction will not affect any particular groups from the protected characteristics.		
<b>C. Which groups have been consulted as part of the creation or review of the policy?</b>		
Loughborough Student Union	Sikh Temple	Hetterley Associates
Environment agency	Action Deafness	Sinclair Estate Agents
English Heritage	Charnwood Disability Forum	Butlin Property Services
Natural England	Disability Rights Commission Assembly	Connells
East Midlands Regional	RNIB Vocational College	William H Brown
Government Office for the East Midlands	Leicestershire Chamber of Commerce	Frank Innes
Leicestershire County Council	Leicestershire County and Rutland PCT	Freckletons
Charnwood Council for Voluntary Service	Leicestershire Fire and Rescue Service Headquarters	Halifax Estates Agents
Charnwood Shelter Group	Homes and Communities Agency	Moore and York
Equality and Human Right commission	Ashby Road Estate Community Group	Your Move
Fearon Community Association Help the Aged	Hastings Residents Group	Y. Barrowcliffe Student Housing
Gorse Covert Community Association	Mariner Quay R.A	Merlin Property Management
Haydon Road Residents Association	Nanpantan Residents Network	Parr Houses
Shelthorpe Residents Association	Mr J Bird Herrick Road Residents Group	Sidings Park Area Residents Group
Mr J O'Kelly		
Loughborough Jansari Centre	Storer and Ashby Road Residents Group	Aiden J Reed
Bangladesh Social Association	Woodthorpe Residents Association	Accommodation for Students.com
Charnwood Ethnic Minority Forum	Limehurst Avenue and Linden Road RA	CCF Lettings Ltd
Charnwood Racial Equality Council	St Peters Community Association	Strawberry Lettings
Mela Committee	Warwick Way Action Group Club Easy	Russo and Lakha
Polish Community Centre	Haddon Way Residents Association	Sri Niketan Cultural Association
Loughborough Council of Faiths	Network Rail	All Saints Parish Church
Voices	British Gas Connections Ltd	Building Relationships

Dreamer	British Telecommunications Plc	Network Rail
The Factory	NTL Group Ltd	Andrew Chell
King Street Mosque	O2 (UK) Ltd	Andrew Granger and Co Ltd
Geeta Bhawan	Orange Personal Communications Ltd	Belvoir Letting Agency
Marios Tinenti Centre	T Mobile Ltd	Castle Estates
Shree Ram Community Project	Transco Plc	Countrywide Residential Lettings
SHARP	Leicestershire County and Rutland PCT	Clifford Lettings and Property Service
FCH Nottingham Office	Vodafone Ltd	Hamlets Property Lettings
Student Accommodation Centre	English Heritage	Nicholas Humphreys
Loughborough Students Union	Leicestershire Fire and Rescue Service Headquarters	Martin and Co
The Bridge Housing Advisory Service	Department of Transport	Churches Together in Loughborough
John German, Chartered Surveyors	The Coal Authority	Emmanual Church
Belvoir (Loughborough)	Cable and Wireless UK	Loughborough Churches Partnership
Nicholas Humphreys	Virgin Media	Loughborough Gospel Halls Trust
Haart	Highways Agency	Loughborough Mosque and Islamic Cultural Association
Hartley Estate Lettings	Leicestershire Constabulary	Loughborough United Reformed Church
Mr N Lakha	Leicestershire County Council	Meadows Congregation of Jehovah's Witnesses
Glebe Holdings	All Charnwood Borough Councillors	British Waterways
Civil Aviation Authority	Post Office	

It was deemed impracticable to serve individual notice on the owner and occupier of every part of the land within the area because the number of owners or occupiers within the area to which the direction relates made individual services impracticable. However site notices were display across Loughborough and an advertisement was published in the Loughborough Echo.

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

<p><b>B. List any existing information/data do 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> <p><b>Data/information such as:</b></p> <ul style="list-style-type: none"> <li>▪ <b>Consultation</b></li> <li>▪ <b>Previous Equality Impact Assessments</b></li> <li>▪ <b>Demographic information</b></li> <li>▪ <b>Anecdotal and other evidence</b></li> </ul>
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## Consultation

The Core Strategy process has included reference to a specific policy for Loughborough University and student housing. The 2008 [Core Strategy Further Consultation Report](#) recognised that Loughborough needs a solution that minimises the pressure that a large student population places on the host community but concentrated on the preferred location for purpose built student accommodation within the town centre only.

Consultation responses in the [Report of Consultation](#) (2009) highlighted mixed views on this approach. Some felt that the proposed approach was good provided that it would regenerate the town centre and return housing to permanent residential accommodation. Others felt that concentrating student housing in just the town centre would lead to an unbalanced community and an almost deserted town centre out of term time. It was also highlighted that more work would be needed on the amount of student accommodation that might be required over the plan period and the capacity of the town centre and university campus to provide for this need. A concern was raised that the Loughborough University policy concentrated too much on the negative aspects of student housing and not at all on the positive social and economic outcomes that the University brings to the town.

Consultation with key stakeholders and partners through the LDF process will seek to address the comments received from the 2008 consultation and identify any equalities issues. The Council continues to work with the local community and the University to resolve any neighbourhood problems.

### Findings from previous Equality Impact Assessments

No previous EIA has been carried out although an [EIA of the Core Strategy Project](#) was undertaken in 2006.

This analysis identified the following equality issues:

- Race – Language and cultural barriers associated with engaging with Gypsy and Traveler groups
- Gender – Barriers around the timing of consultation events and the potential disadvantage that a narrow range of alternative event timings can have for women.
- Disability – A need to consider the needs of people with disabilities in planning the public realm and in providing access to the countryside. Also the potential that good town and country planning has in improving public health.
- Age – The 10-15 and 20-34 age groups seen to be not as well represented in the planning process
- Religion/beliefs – Need to be aware of the inter-faith calendar and to avoid holding events which clash. Respond to the need for Places of Worship in new development.

The statement of community involvement (2006) (SCI) recognises that there has been a difficulty in the past with engaging with youth groups, ethnic minority interests and residents within particular wards within Loughborough. The SCI seeks to remedy this and sets out how we will engage with these groups and other hard to reach groups.

### Demographic information

A comprehensive record of demographic data for the Borough can be accessed from the

[Charnwood Borough Council Demographic Profile](#) document (published 2005). Disability data can be found in the Borough profile and the Charnwood Joint Strategic Needs Assessment. Further [parish and ward level](#) data based on the 2001 Census is also available from the Council's website.

- Race - The Black and Minority Ethnic population of Charnwood is 16,573 or 10.8% of the population. The largest ethnic groups are Indian (7,203 people), Other White (2,639 people) and Bangladeshi (1,249 people)
- Gender – The 2009 mid-year estimates show that the total population is split exactly 50% between male and female although there are significantly more males than females within the 20-24 age bracket
- Disability - The population of moderately to seriously physically disabled people aged 18-64 is set to rise from 42,113 in 2008 to 45,786 in 2025, a rise of 8.7%.
- Mental health - In 2008 there were 2,784 people predicted to have depression, rising by 13.8% in 2025. 17,926 people were predicted to have a neurotic disorder, rising by 13.7%. 4,838 people were predicted to have a personality disorder rising by 13.8%. 603 people predicted to have a psychotic disorder rising by 13.8%. In 2008, it was estimated that between 2510 and 3765 of people aged over 65 have depression. Across Leicester, Leicestershire and Rutland, two in every 1,000 people under 20 years old are registered with Mental Health Services. Registration rates are on average three times higher for females.
- Learning Disability - There are 586 known people aged 19 and over in Charnwood with learning disabilities. The majority of people with learning disabilities are aged between 20 and 29 years. The majority of people with learning disabilities in Leicestershire live with their parents (35.3%) followed by those living in residential accommodation (21%)
- Age - the Borough contains a large proportion of 20 to 24 year olds (especially males) due to the large number of students in Loughborough. The 25 to 29 years age group contains the lowest proportions. In 2001 there were 38,860 people aged 19 years and under in Charnwood, 25.3% of the total population. 18.5% of the population is aged less than 16 years. In 2008 there were an estimated 25,100 people age 65 and over. This is projected to rise to 37,400 by 2025. This is an increase of 49%. The large proportion of 20-24 year olds is particularly noticeable when looking at the population information of Loughborough. 15% of Loughborough's population is aged 20-24 compared to 6.5% aged 25-29 (Census 2001).
- Religion or Belief - In Charnwood, 59,700 people identified themselves as Christian. The largest non-Christian group is Hindu (3.98%) although a large minority (over 23.78%) stated that they had no religion, or did not state their religion.
- Sexual orientation – – there are no specific figures but it is estimated that between 6,000 and 8,400 adults will be lesbians, gay men or bisexual
- Trans-gender - there are no specific figures but it is estimated that about 14 adults would be transsexual in Charnwood

#### Other evidence

- The Councils Strategic Housing Market Assessment (SHMA) projects that house sharing households will equate to 6% of the overall housing stock of the Borough by 2016. The majority of house sharing households occupy private rented accommodation. The Assessment also demonstrates that the highest percentage of private rented accommodation is within Loughborough, the highest proportion of which is in the centre of the town.
- The most recent data collection on student properties shows that there are about 1700 Council Tax Class N exemptions within Loughborough located across the town. The largest concentration of them is within the centre of Loughborough.
- There are a further 346 properties within Loughborough that claim 25% Council Tax discount because they are a sole occupier living with at least one person in full time education. This figure will also include single parents with children in full time education.

- Information collected on Housing Benefit shows that 227 people under the age of 25 who currently receive Shared Accommodation Rate Housing Benefit across the whole Borough. There are 232 single between the age of 25 and 35 who will be affected when the Shared Accommodation Rate rises to the age of 35.

**C. 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)**

The information above highlights that of all the age ranges within Charnwood, ages 20-24 have the highest proportion which is likely to be because of the amount of students attending Loughborough University. The high numbers of students are likely to be living in HMO accommodation and may be affected by the implementation of the Article 4 Direction. The next age range 25-29 has the lowest proportion of all the age ranges.

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

**B. 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.**

It is important to note that the introduction of an article 4 direction does not in itself affect diverse groups. The intention is to enable the Plans Committee to consider planning applications for HMO's so that control can be exerted to ensure a more balanced community is created and that the amenity of those occupying a HMO is protected.

In order to develop the Core Strategy policy approach on houses of multiple occupation following the proposed implementation of the article 4 direction, consultation with key stakeholders will be carried out in accordance with Regulation 25 of the Town and Country Planning (Local Development) (England) Regulations 2004 (as amended in 2008 and 2009) and the adopted Statement of Community Involvement (2005). The preferred policy option will then be taken forward through the Development Plan Document Process and published as part of the pre-submission draft of the Core Strategy in due course where it will be subject to further public consultation.

The lead set by the 2006 Core Strategy EqIA relates to specific statutory public consultation milestones whereas the topic based policy approach requires consideration of the equalities impacts in formulating the policy itself. In this context there will be a need to:

- Ensure that the needs of all sections of the community are met in planning for a HMO policy approach.
- Ensure that the views of diverse groups are collected through the stakeholder workshops

This information will be used to inform Step 4.

**C. 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.**

It is important to note that the introduction of an article 4 direction does not in itself affect diverse groups. The intention is to enable the Plans Committee to consider planning applications for HMO's so that control can be exerted to ensure a more balanced community is created and that the amenity of those occupying a HMO is protected.

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The lead set by the 2006 Core Strategy EqIA relates to specific statutory public consultation milestones whereas the topic based policy approach requires consideration of the equalities impacts in formulating the policy itself. In this context there will be a need to:

- Ensure that the needs of all sections of the community are met in planning for a HMO policy approach.
- Ensure that the views of diverse groups are collected through the stakeholder workshops

This information will be used to inform Step 4.

## Step 4 – Assessing the impacts

	<b>In light of any data/consultation/information and your own knowledge and awareness, please identify whether the policy has a positive or negative on the groups specified and provide an explanation for your decision. (please refer to the general duties on the front page)</b>
<b>Age</b>	The single occupancy housing benefit rate that is applicable to single people under the age of 35 will encourage these people to share accommodation. Therefore, those seeking to occupy a HMO are likely to be mainly under the age of 35.
<b>Disability (physical, visual, hearing, learning disabilities, mental health)</b>	People with a disability might be affected when trying to submit a planning application for a HMO use. But this impact would already have been investigated through the planning application procedure EIA.
<b>Gender</b>	According to the demographic information, there are more males than females in the age brackets that are likely to occupy a HMO. They may be affected by the policy.
<b>Religious Belief</b>	The definition of a HMO that is affected by the implementation of an article 4 direction is a property occupied by 3 or more unrelated people. Traditionally in many Muslim, Sikh and Hindu families, the parents provide the accommodation for their sons when they marry and this may be within their home or separate housing These large extended families living in a property would be defined as living in a family home and so would not be classed as a HMO.
<b>Racial Group</b>	No Impact
<b>Sexual Orientation</b>	The definition of a HMO that is affected by the implementation of an article 4 direction is a property occupied by 3 or more unrelated people. Co-habiting couples living in a property irrespective of their sexual orientation would be defined as living in a family home and so would not be affected by this policy.
<b>Transgender</b>	No impact
<b>Other protected groups (pregnancy &amp; maternity, marriage &amp; civil partnership)</b>	The definition of a HMO that is affected by the implementation of an article 4 direction is a property occupied by 3 or more unrelated people. Co-habiting couples, single parent families or any other related people living in a property would be defined as living in a family home and so would not be affected by this.
<b>Other socially excluded groups (low literacy, priority neighbourhoods, socio-economic, etc)</b>	People living in priority neighbourhoods, from different socio-economic backgrounds or with low literacy levels, might be affected when trying to submit a planning application for a HMO use. But this impact would already have been investigated through the planning application procedure EIA.
<b>All</b>	Any tenant residing in or any landlords operating a HMO will be affect by the policy approach

## Step 5 – Action Plan

<b>Please include any identified concerns/actions/issues in this action plan:</b> <i>The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan</i>			
Question Number (Ref)	Action	Responsible Officer	Target Date
4	Impacts on specific groups to be considered during the development of the policy approach for HMOs following the introduction of the Article 4 Direction.	Georgina Doyle	November 2011

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

	Who needs to know (Please tick)	How they will be informed (we have a legal duty to publish EIA's)
Employees	Yes	In meetings
Service users	Yes	Published as a background paper on the Charnwood Borough Council website
Partners and stakeholders	Yes	Published as a background paper on the Charnwood Borough Council website
Others	Yes	Published as a background paper on the Charnwood Borough Council website
To ensure ease of access, what other communication needs/concerns are there?		

## Step 7 – Conclusion (to be completed and signed by the [Service Head](#))

<b>Please delete as appropriate</b>
<b>I agree / disagree with this assessment/action plan</b>
<b>If <i>disagree</i>, state action/s required, reasons and details of who is to carry them out with timescales:</b>
<b>Signed (Service Head):</b>
<b>Date:</b>

**Please send completed & signed assessment to: Rachel Beaumont**

<b>Title of the policy</b>	Gypsy, travellers and show people
<b>Date</b>	13 <sup>th</sup> October 2011
<b>Lead Officer</b>	Georgina Doyle
<b>Who else is involved in undertaking this assessment?</b>	Rachel Beaumont

### 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 policy is to where sites for gypsy traveler and show people will be located		
<b>B. What specific groups is the policy designed to affect/impact?</b>		
The introduction of this direction will not affect any particular groups from the protected characteristics.		
<b>C. Which groups have been consulted as part of the creation or review of the policy?</b>		
Hinckley and Bosworth District Council	Melton Borough Council	North West Leicestershire District Council
Harborough District Council	Leicestershire County Council	Derby Gypsy Liaison Group
East Midlands Regional Assembly	Multi Agency Traveller Unit	Government Office for the East Midlands
Housing Corporation	Charnwood Borough Environmental Health	

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

<p><b>D. List any existing information/data do 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> <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>Consultation</p> <p>The Core Strategy process has included reference to a specific policy for Loughborough University and student housing. The 2008 <a href="#">Core Strategy Further Consultation Report</a> recognised that Loughborough needs a solution that minimises the pressure that a large student population places on the host community but concentrated on the preferred location for purpose built student accommodation within the town centre only.</p> <p>Consultation responses in the <a href="#">Report of Consultation</a> (2009) highlighted mixed views on this approach. Some felt that the proposed approach was good provided that it would</p>

regenerate the town centre and return housing to permanent residential accommodation. Others felt that concentrating student housing in just the town centre would lead to an unbalanced community and an almost deserted town centre out of term time. It was also highlighted that more work would be needed on the amount of student accommodation that might be required over the plan period and the capacity of the town centre and university campus to provide for this need. A concern was raised that the Loughborough University policy concentrated too much on the negative aspects of student housing and not at all on the positive social and economic outcomes that the University brings to the town.

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- Age – The 10-15 and 20-34 age groups seen to be not as well represented in the planning process
- Religion/beliefs – Need to be aware of the inter-faith calendar and to avoid holding events which clash. Respond to the need for Places of Worship in new development.

The statement of community involvement (2006) (SCI) recognises that there has been a difficulty in the past with engaging with youth groups, ethnic minority interests and residents within particular wards within Loughborough. The SCI seeks to remedy this and sets out how we will engage with these groups and other hard to reach groups.

### Demographic information

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- Disability - The population of moderately to seriously physically disabled people aged 18-64 is set to rise from 42,113 in 2008 to 45,786 in 2025, a rise of 8.7%.
- Mental health - In 2008 there were 2,784 people predicted to have depression, rising by 13.8% in 2025. 17,926 people were predicted to have a neurotic disorder, rising by 13.7%. 4,838 people were predicted to have a personality disorder rising by 13.8%. 603 people predicted to have a psychotic disorder rising by 13.8%. In 2008, it was estimated that between 2510 and 3765 of people aged over 65 have depression. Across Leicester, Leicestershire and Rutland, two in every 1,000 people under 20 years old are registered with Mental Health Services. Registration rates are on average three times higher for females.
- Learning Disability - There are 586 known people aged 19 and over in Charnwood with learning disabilities. The majority of people with learning disabilities are aged between 20 and 29 years. The majority of people with learning disabilities in Leicestershire live with their parents (35.3%) followed by those living in residential accommodation (21%)
- Age - the Borough contains a large proportion of 20 to 24 year olds (especially males) due to the large number of students in Loughborough. The 25 to 29 years age group contains the lowest proportions. In 2001 there were 38,860 people aged 19 years and under in Charnwood, 25.3% of the total population. 18.5% of the population is aged less than 16 years. In 2008 there were an estimated 25,100 people age 65 and over. This is projected to rise to 37,400 by 2025. This is an increase of 49%. The large proportion of 20-24 year olds is particularly noticeable when looking at the population information of Loughborough. 15% of Loughborough's population is aged 20-24 compared to 6.5% aged 25-29 (Census 2001).
- Religion or Belief - In Charnwood, 59,700 people identified themselves as Christian. The largest non-Christian group is Hindu (3.98%) although a large minority (over 23.78%) stated that they had no religion, or did not state their religion.
- Sexual orientation – – there are no specific figures but it is estimated that between 6,000 and 8,400 adults will be lesbians, gay men or bisexual
- Trans-gender - there are no specific figures but it is estimated that about 14 adults would be transsexual in Charnwood

#### Other evidence

- The Councils Strategic Housing Market Assessment (SHMA) projects that house sharing households will equate to 6% of the overall housing stock of the Borough by 2016. The majority of house sharing households occupy private rented accommodation. The Assessment also demonstrates that the highest percentage of private rented accommodation is within Loughborough, the highest proportion of which is in the centre of the town.
- The most recent data collection on student properties shows that there are about 1700 Council Tax Class N exemptions within Loughborough located across the town. The largest concentration of them is within the centre of Loughborough.
- There are a further 346 properties within Loughborough that claim 25% Council Tax discount because they are a sole occupier living with at least one person in full time education. This figure will also include single parents with children in full time education.
- Information collected on Housing Benefit shows that 227 people under the age of 25 who currently receive Shared Accommodation Rate Housing Benefit across the whole Borough. There are 232 single between the age of 25 and 35 who will be affected when the Shared Accommodation Rate rises to the age of 35.

**E. 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)**

The information above highlights that of all the age ranges within Charnwood, ages 20-24 have the highest proportion which is likely to be because of the amount of students attending Loughborough University. The high numbers of students are likely to be living in HMO accommodation and may be affected by the implementation of the Article 4 Direction. The next age range 25-29 has the lowest proportion of all the age ranges.

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

**D. 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.**

It is important to note that the introduction of an article 4 direction does not in itself affect diverse groups. The intention is to enable the Plans Committee to consider planning applications for HMO's so that control can be exerted to ensure a more balanced community is created and that the amenity of those occupying a HMO is protected.

In order to develop the Core Strategy policy approach on houses of multiple occupation following the proposed implementation of the article 4 direction, consultation with key stakeholders will be carried out in accordance with Regulation 25 of the Town and Country Planning (Local Development) (England) Regulations 2004 (as amended in 2008 and 2009) and the adopted Statement of Community Involvement (2005). The preferred policy option will then be taken forward through the Development Plan Document Process and published as part of the pre-submission draft of the Core Strategy in due course where it will be subject to further public consultation.

The lead set by the 2006 Core Strategy EqIA relates to specific statutory public consultation milestones whereas the topic based policy approach requires consideration of the equalities impacts in formulating the policy itself. In this context there will be a need to:

- Ensure that the needs of all sections of the community are met in planning for a HMO policy approach.
- Ensure that the views of diverse groups are collected through the stakeholder workshops

This information will be used to inform Step 4.

**Step 4 – Assessing the impacts**

	<b>In light of any data/consultation/information and your own knowledge and awareness, please identify whether the policy has a positive or negative on the groups specified and provide an explanation for your decision. (please refer to the general duties on the front page)</b>
<b>Age</b>	Gypsy and traveler people may want to settle for a period so that their family can attend school and so the location of sites may impact on the ability to do this.
<b>Disability (physical, visual, hearing, learning)</b>	People with a disability might be affected when trying to submit a planning application for a site. But this impact would already have been investigated through the planning application procedure EIA.

<b>disabilities, mental health)</b>	Gypsy tend to present themselves when in need of medical treatment. The location of sites could result in exclusion this treatment.
<b>Gender</b>	Gypsies and Travellers tend to stop where there is work available. Therefore the location of pitches may impact on where work can be found and in particular adversely affects male Gypsy and Traveler's ability to support the family unit.
<b>Religious Belief</b>	No impact
<b>Racial Group</b>	The policy is related to gypsies, travellers and showpeople and so would affect his particular group.
<b>Sexual Orientation</b>	No impact
<b>Transgender</b>	No impact
<b>Other protected groups (pregnancy &amp; maternity, marriage &amp; civil partnership)</b>	No impact
<b>Other socially excluded groups (low literacy, priority neighbourhoods, socio-economic, etc)</b>	People living in priority neighbourhoods, from different socio-economic backgrounds or with low literacy levels, might be affected when trying to submit a planning application for a HMO use. But this impact would already have been investigated through the planning application procedure EIA.
<b>All</b>	The policy is related to gypsies, travellers and showpeople and so would affect his particular group but would it would not discriminate against any particular groups within that community in favour of others.

## Step 5 – Action Plan

<b>Please include any identified concerns/actions/issues in this action plan:</b>			
<b><i>The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan</i></b>			
<b>Question Number (Ref)</b>	<b>Action</b>	<b>Responsible Officer</b>	<b>Target Date</b>
4	Impacts on specific groups to be considered during the development of the policy approach for HMOs following the introduction of the Article 4 Direction.	Georgina Doyle	November 2011

**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>	Yes	In meetings
<b>Service users</b>	Yes	Published as a background paper on the Charnwood Borough Council website
<b>Partners and stakeholders</b>	Yes	Published as a background paper on the Charnwood Borough Council website
<b>Others</b>	Yes	Published as a background paper on the Charnwood Borough Council website
<b>To ensure ease of access, what other communication needs/concerns are there?</b>		

**Step 7 – Conclusion (to be completed and signed by the [Service Head](#))**

<b>Please delete as appropriate</b>
<b>I agree / disagree with this assessment / action plan</b>
<b>If <i>disagree</i>, state action/s required, reasons and details of who is to carry them out with timescales:</b>
<b>Signed (Service Head):</b>
<b>Date:</b>

**[Please send completed & signed assessment to: Rachel Beaumont](#)**

## Charnwood Borough Council

### Equality Impact Assessment

<b>Title</b>	Green Infrastructure Policy Approach
<b>Date</b>	November 2010
<b>Lead Officer</b>	Richard Brown, Principal Planning Officer
<b>Team Members</b> this could include representatives from the service, other services in the Authority, service users, partners, stakeholders and external service providers.	Planning Policy Team Martin Tincknell, Head of Conservation and Landscape

#### Step 1 – Setting Out the Parameters of the Assessment

<b>A. Scope: Outline the scope of what is being assessed</b>
<p>A 'Green Infrastructure' policy approach within the Core Strategy Development Plan Document. Examples of Green Infrastructure include rivers, woodland, play areas, sports grounds footpaths, churchyards. Green Infrastructure comes in a variety of scales from The Charnwood Forest at its largest scale to individual play areas or footpaths. The policy approach will also consider appropriate landscape designations.</p> <p>The scope of the policy is to determine strategic elements of green infrastructure across the district, and set out a policy approach for each element of the network.</p>
<b>B. Objectives and outcomes: Identify the objectives/outcomes of what is being assessed</b>
1. Consideration of the appropriate network and hierarchy of green infrastructure.
2. Consideration of the approach to recreation, wildlife, geodiversity, climate change adaption within green infrastructure network.
3. Consideration of appropriate range of landscape designations including, green wedges, Areas of Particularly Attractive Countryside and areas of local separation.

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

<b>Available research and data</b>
<p>Consultation responses in the <a href="#">Report of Consultation</a> (2009) include the following responses relevant to equality and diversity issues:</p> <ul style="list-style-type: none"><li>▪ that approaches lack a serious approach to inner poor areas,</li><li>▪ there is a need to protect and promote current cultural facilities in the town centre,</li><li>▪ there is a need for a safer and attractive night-time economy</li><li>▪ Core Strategy should support the development of District Centres to support local and elderly residents without access to a car</li></ul>

- The policy lacks details for outside Loughborough
- The policy is too narrowly focussed on retail, and should be widened out for other issues such as transport, public realm, heritage and improvements for visitors
- Out-of-town development would be contrary to the ethos of sustainable communities
- The student housing policy is destroying inner Loughborough

Consultation with key stakeholders and partners through the LDF process will seek to identify any equalities issues.

#### Findings from previous Equality Impact Assessments

No previous EIA has been carried out although an [EIA of the Core Strategy Project](#) was undertaken in 2006.

This analysis identified the following equality issues:

- Race – Language and cultural barriers associated with engaging with Gypsy and Traveller groups
- Gender – Barriers around the timing of consultation events and the potential disadvantage that a narrow range of alternative event timings can have for women.
- Disability – A need to consider the needs of people with disabilities in planning the public realm and in providing access to the countryside. Also the potential that good town and country planning has in improving public health.
- Age – The 10-15 and 20-34 age groups seen to be not as well represented in the planning process
- Religion/beliefs – Need to be aware of the inter-faith calendar and to avoid holding events which clash. Respond to the need for Places of Worship in new development.

#### Demographic information

A comprehensive record of demographic data for the Borough can be accessed from the [Charnwood Borough Council Demographic Profile](#) document (published 2005). Further [parish and ward level](#) data based on the 2001 Census is also available from the Council's website.

- Race - The BME population of Charnwood is 16,573 or 10.8% of the population. The largest ethnic groups are Indian (7,203 people), Other White (2,639 people) and Bangladeshi (1,249 people)
- Gender – The 2009 mid-year estimates show that the total population is split exactly 50% between male and female although there are significantly more males than females within the 20-24 age bracket
- Disability – no information is available
- Age - the Borough contains a large proportion of 20 to 24 year olds (especially males) due to the large number of students in Loughborough. The 25 to 29 years age group contains the lowest proportions. 18.5% of the population are aged under 16 years, and 17.4% are of pension age (male over 65 or female over 60).
- Religion or Belief - In Charnwood, 59,700 people identified themselves as Christian. The largest non-Christian group is Hindu (3.98%) although a large minority (over 23.78%) stated that they had no religion, or did not state their religion.
- Sexual orientation – no information is available

- Trans-gender - no information is available

Anecdotal and other evidence

Areas where we lack the information required

- Sexual orientation
- Trans-gender
- Disability

**Step 3 – Do we need to seek the views of others and if so, who?**

**Determine whether there is a need for further consultation or satisfaction testing**

The lead set by the 2006 Core Strategy EqIA relates to specific statutory public consultation milestones whereas the topic based policy approach requires consideration of the equalities impacts in formulating the policy itself. In this context there will be a need to:

- Ensure that the needs of all age cohorts are met in planning for the green infrastructure
- Green Infrastructure are accessible to people with disabilities
- That the views of diverse groups are garnered through the stakeholder workshops with a particular emphasis on Gender, Religious belief and disability.

This information will be used to inform Step 4.

**Step 4 – Findings**

<b>Diversity areas</b>	<b>Evidence of adverse/differential impact on specific groups Unmet needs that have been identified Any evidence of non-compliance with legislation</b>
<b>Age</b>	Different age groups (old and young) may be disadvantaged in gaining access to green infrastructure across the borough in future years if they do not have an opportunity to engage in planning for the future of their communities
<b>Disability</b>	Access into and within green infrastructure must be suitable for people with disabilities
<b>Gender</b>	The use of different parts of the green infrastructure network must reflect the aspirations of males and female.
<b>Religious Belief</b>	The elements of green infrastructure of very diverse. Religious festivals and ceremonies may often involve rivers or areas of open ground.
<b>Racial Group</b>	Green infrastructure is used different by differently by different cultures or racial groups.
<b>Sexual Orientation</b>	
<b>Trans Gender</b>	
<b>All</b>	

Assessment rating at first assessment: Red  Amber  Green

**Step 5 – What we need to do**

<p>This could include issues such as: gaps in data hence further consultation/research is required, actions needed to address inequality/adverse impact, the need to amend processes e.g. future procurement arrangements or ease of accessibility to a service.  <i>The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan</i></p>			
Objective	Action	Time-scale	Responsible Officer
Target invitations to workshop events to engage with identified groups	Ensure identified groups are on the mailing list	November 2010	R.Brown

**Step 6 – Who needs to know and how they will be informed**

	Who needs to know	How they will be informed
Employees in the service		
Employees in other services	Leisure Services, Leicestershire County Council	
Service users		
Partners and stakeholders		
Others		
To ensure ease of access, what other communication needs/concerns are there?		

# Loughborough Town Centre Potential Development Area Equalities Impact Assessment

Loughborough Town Centre Development Areas								
Policy Option	Race	Gender	Disability	Age	Religion/ Belief	Sexual Orientation	Trans- Gender	Pregnancy and Maternity
Green Zone	↑	Neutral	↑/↑	↑/↑	Neutral	Neutral	Neutral	↑/↑
Brown Zone	↑	Neutral	↑/↑	↑/↑	Neutral	Neutral	Neutral	↑/↑
Blue Zone	↑	Neutral	↓	↓	Neutral	Neutral	Neutral	↓
Orange Zone	↑	Neutral	↑	↑	Neutral	Neutral	Neutral	↑
Yellow Zone	↑	Neutral	↑	↑	Neutral	Neutral	Neutral	↑
Red Zone	↑	Neutral	↑/↑	↑/↑	Neutral	Neutral	Neutral	↑/↑

↓	Significant negative effect (i.e. a move away from the objective)	↑	Significant positive effect (i.e. a move towards the objective)	D	Effect depends on how the policy is implemented (one form of uncertainty)	O	There is no relationship or no significant relationship between the objective and the policy
↓	Marginal negative effect (i.e. a move away from the objective)	↑	Marginal positive effect (i.e. a move towards the objective)	?	It is not known whether the policy will move towards or away from the objective (another form of uncertainty)	T	Denotes a temporary effect Effects are permanent if this symbol is not used.
Neutral	Performance against this objective is neutral						

## Summary of Issues by Different Group

### Race

Black and minority, ethnic groups (BME) are concentrated in east Loughborough. BME groups have low levels of car ownership and so pedestrian access is important. The green zone would be most readily accessible to BME groups in east Loughborough. All zones have the potential to improve the range of goods and services that are on offer which would have a marginally positive impact to BME groups.

### Gender

There is not considered to be any significant differential impact between genders.

## Disability

In terms of town centre zones the main differential impact for people with disabilities is considered to be access. Most zones have level access some with a single pedestrian crossing. The blue zone is more remote from the main centre, and requires two road crossings to access the site from other parts of the town centre. The delivery of the Loughborough Inner Relief Road and pedestrianisation of the A6 has the potential to make the green, red and brown zone more accessible than at present.

## Age

In terms of town centre zones the main differential impact for people of differing age group is considered to be access. Most zones have level access some with a single pedestrian crossing. The blue zone is more remote from the main centre, and requires two road crossings to access the site from other parts of the town centre. The delivery of the Loughborough Inner Relief Road and pedestrianisation of the A6 has the potential to make the green, red and brown zone more accessible than at present.

## Religion/ Belief

One of the key requirements for different religious or belief groups is to have an area for prayer or worship. All zones within Loughborough Town Centre have potential to accommodate such facilities, and so this is considered to be a neutral factor across different town centre zones.

## Sexual Orientation

There is not considered to be any significant differential impact between people of different sexual orientation.

## Transgender

There is not considered to be any significant differential impact between people who are trans gender.

## Pregnancy and Maternity

In terms of town centre zones the main differential impact pregnant women and mothers is considered to be access and the need for adequate changing facilities. Most zones have level access some with a single pedestrian crossing. The blue zone is more remote from the main centre, and requires two road crossings to access the site from other parts of the town centre. The delivery of the Loughborough Inner Relief Road and pedestrianisation of the A6 has the potential to make the green, red and brown zone more accessible than at present. Baby changing facilities can be provided in any of the identified zones and this is considered neutral across options.

## Charnwood Borough Council

### Partial Equality Impact Assessment (February 2011)

<b>Title</b>	Watermead Park and Thurmaston Waterfront Area Core Strategy Policy Approach
<b>Date</b>	February 2011
<b>Lead Officer</b>	Richard Bennett, Head of Planning Policy
<b>Team Members</b> this could include representatives from the service, other services in the Authority, service users, partners, stakeholders and external service providers.	Planning Policy Team Martin Tincknell, Head of Conservation and Landscape Sally Eden, Senior Landscape Architect Francoise Scire, Senior Ecologist David Puxley, Head of Regeneration

#### Step 1 – Setting Out the Parameters of the Assessment

<b>A. Scope: Outline the scope of what is being assessed</b>
A topic based policy approach within the Core Strategy Development Plan Document. The policy approach concerns the Watermead Park and Thurmaston Waterfront area of South Charnwood which lies within the River Soar Green Infrastructure Corridor and the desire to create policy guidance which will protect and enhance this landscape asset and its ecology whilst seeking to facilitate the wider social and economic regeneration of Thurmaston, Birstall and Syston.
<b>B. Objectives and outcomes: Identify the objectives/outcomes of what is being assessed</b>
1. Consideration of the potential uses for underused and despoiled land along parts of the Thurmaston waterfront;
2. redevelopment of existing employment land for a mix of land uses including residential, leisure, tourism and employment;
3. the investigation of potential sites to meet the wider employment needs of South Charnwood
4. Improved accessibility north/south and east/west through Watermead Country Park between the built up areas of Thurmaston, Birstall, Syston and Wanlip, across land in public and private ownership and across administrative boundaries
5. Promotion of the Watermead Country Park and the River Soar and Grand Union Canal corridor as a recreational and tourism resource

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

<b>Available research and data</b>
<u>Demographic information</u>
A comprehensive record of demographic data for the Borough can be accessed from the <a href="#">Charnwood Borough Council Demographic Profile</a> document (published 2005). Further <a href="#">parish and ward level</a> data based on the 2001 Census is also available from the Council's website.
<ul style="list-style-type: none"> <li>Race - The BME population of Charnwood is 16,573 or 10.8% of the population. The largest ethnic groups are Indian (7,203 people), Other White (2,639 people) and Bangladeshi (1,249 people)</li> </ul>

- Gender – The 2009 mid-year estimates show that the total population is split exactly 50% between male and female although there are significantly more males than females within the 20-24 age bracket
- Disability – no information is available
- Age - the Borough contains a large proportion of 20 to 24 year olds (especially males) due to the large number of students in Loughborough. The 25 to 29 years age group contains the lowest proportions. 18.5% of the population are aged under 16 years, and 17.4% are of pension age (male over 65 or female over 60).
- Religion or Belief - In Charnwood, 59,700 people identified themselves as Christian. The largest non-Christian group is Hindu (3.98%) although a large minority (over 23.78%) stated that they had no religion, or did not state their religion.
- Sexual orientation – no information is available
- Trans-gender - no information is available

Specific information for Birstall (Watermead), Thurmaston, Syston (West) and Birstall (Wanlip) wards is summarised below:

- Birstall (Watermead) – Total population of ward is 6,513 of which 3,212 are male and 3,301 are female. 92% of all people are White British and 4.5% are Indian. 4,734 people are Christian (72.7%), 257 are Hindu (3.95%) and 1,423 (21.9%) expressed no religion. 133 people (2.85%) are economically inactive on account of being permanently sick/disabled.
- Birstall (Wanlip) – Total population of the ward is 5,125 of which 2,510 are male and 2,615 are female. 86% of all people are White British and 10% are Indian. 3,680 are Christian (71.8%), 455 are Hindu (8.9%) and 885 expressed no religion (17.3%). 86 people (2.86%) are economically inactive on account of being permanently sick/disabled).
- Thurmaston – Total population of ward is 8,945 of which 4,465 are male and 4,480 are female. 79% of all people are White British and 17% are Indian. 5,672 are Christian (63%), 1,217 are Hindu (13.6%) and 1,730 expressed no religion (19%). 314 people (4.8%) are economically inactive on account of being permanently sick/disabled.
- Syston (west) – Total population of ward is 5,794 of which 2,774 are male and 3,020 are female. 82% of all people are White British and 13% are Indian. 3,706 are Christian (64%), 708 are Hindu (12%) and 1,283 expressed no religion (22%). 146 people (3.45%) are economically inactive on account of being permanently sick/disabled.

### Leicester City Ward Profiles

The study area adjoins the City boundary and the two wards of Abbey and Rushy Mead.

- According to the 2001 Census Abbey ward has a population of 12,713 of which 6,629 are female. The largest proportion of residents are within the 30-45 and 45-59 age groups (21% and 16% respectively). 78% of residents are white British and 13% are Indian. 56.5% class themselves as Christian, 9% as Hindu and 21% as having no religion.
- In contrast Rush Mead Ward has a population of 15,134 people of which 7,814 are female. The largest proportion of residents is also to be found in the 30-45 and 45-59 age groups (22% and 19%). 37% of residents are white British and 53.6% are Indian. 30% class themselves as Christian, 41% as Hindus and 8% as having no religion.

### Areas where we lack the information required

- Sexual orientation
- Trans-gender
- Disability particularly (mental disabilities)

## Anecdotal and other evidence

None identified

## **Equalities Impact Assessment**

### Findings from previous Equality Impact Assessments

No previous EIA has been carried out although an [EIA of the Core Strategy Project](#) was undertaken in 2006.

This analysis identified the following equality issues:

- Race – Language and cultural barriers associated with engaging with Gypsy and Traveller groups
- Gender – Barriers around the timing of consultation events and the potential disadvantage that a narrow range of alternative event timings can have for women.
- Disability – A need to consider the needs of people with disabilities in planning the public realm and in providing access to the countryside. Also the potential that good town and country planning has in improving public health.
- Age – The 10-15 and 20-34 age groups seen to be not as well represented in the planning process
- Religion/beliefs – Need to be aware of the inter-faith calendar and to avoid holding events which clash. Respond to the need for Places of Worship in new development.

### Details/results of consultation undertaken i.e. who, when, how, and findings from consultation

The Core Strategy process has so far not included reference to a specific area based policy for the Watermead area. Rather, the 2008 [Core Strategy Further Consultation Report](#) makes a number of references to the River Soar corridor and Watermead Country Park within the Green infrastructure and Regeneration themes and the area based approach to South Charnwood. Particularly relevant are the general regeneration priorities for the borough which state:

- Support for the role and function of the Borough's district and local centres: to re-instil confidence in the larger towns and villages of Charnwood that serve as service centres by a variety of public realm improvements.
- Retention and creation of small employment centres within Service Centres to improve their sustainability and to replace local industrial employment that has been lost;
- To restructure existing employment space to facilitate the movement from traditional employment sectors to new high tech and knowledge based sectors and industrial floorspace to the provision of office space;
- To provide premises for, and support to, business start-ups and micro-businesses (including those in the creative sector) across the Borough; to ensure that Charnwood can provide a spectrum of business property sizes of good quality and connectivity to accommodate growing businesses;
- To support existing businesses, and to ensure that Charnwood is seen as a business-friendly environment that encourages inward investment;
- to work with partners to improve the image of Charnwood and to positively market its economic potential;
- to develop Charnwood as an exemplar centre for low carbon living, working and travelling;
- To exploit the potential of Loughborough for the 2012 Olympics and use this as a catalyst to

drive local regeneration and environmental improvement;

- To address the skills gap at both the lower and higher ends of the skills spectrum to meet changing requirements created by both business needs and climate change / sustainability drivers;
- To promote and link the Borough's tourism assets to provide a tourism destination / offer;
- to connect with and exploit regional links such as the National Forest, Greater Great Central Railway, Grand Union Canal;
- To exploit Charnwood's waterfront (rivers, canal, Watermead Country Park) and open spaces (Charnwood Forest and possible linear park) better as an amenity for both residents and visitors and to provide better access for local residents; and
- Target New Growth Point funding to assimilate growth within host communities to help address issues of social exclusion and improve community cohesion;

Consultation responses in the [Report of Consultation](#) (2009) include reference to the desire to coordinate development opportunities around Watermead Park/Wanlip Park (proposed hotel, leisure and marina) to focus development in service centres to help support tourism and recreation along the River Soar Corridor and a need to be more specific about the specific land use interventions planned for each Priority Neighbourhood.

Consultation with key stakeholders and partners through the LDF process will seek to identify any equalities issues.

#### Watermead Park and Thurmaston Waterfront Policy Area

Findings from the first workshop session held on 3<sup>rd</sup> December 2010 were:

- Access to and within the Park must be suitable for all
- Wheelchair access from the Canal to the Hope and Anchor is too steep and there is no rail.
- Wheelchair access is difficult to the Canal at Johnsons Bridge/Thurmaston Industrial Estate as it is a higher level than the towpath and Park beyond
- There is no disabled access from Wanlip at Butcher's Lane
- There are problems with some RADAR gates
- There is an obstruction to cyclists and pushchairs at Whiles Lane, Birstall where there is a kissing gate and RADAR gate
- Mobility Scooters should be encouraged
- Johnsons bridge is not wheelchair friendly

These issues will be taken into account in the 'Access and Connectivity theme' at the second workshop to be held in February 2011.

No evidence was presented of the potential for differential impact for other diversity groups than Disability, Age and Maternity.

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

#### **Determine whether there is a need for further consultation or satisfaction testing**

In order to develop the Core Strategy policy approach consultation with key stakeholders will be carried out in accordance with Regulation 25 of the Town and Country Planning (Local Development) (England) Regulations 2004 (as amended in 2008 and 2009) and the adopted Statement of Community Involvement (2005). The preferred policy option will then be taken

forward through the Development Plan Document Process and published as part of the pre-submission draft of the Core Strategy in due course where it will be subject to further public consultation. A programme summarising this process is available.

The lead set by the 2006 Core Strategy EqIA relates to specific statutory public consultation milestones whereas the topic based policy approach requires consideration of the equalities impacts in formulating the policy itself. In this context there will be a need to:

- Ensure that the needs of all age cohorts are met in planning for the Watermead Area.
- The area is accessible to people with disabilities
- That the views of diverse groups are garnered through the stakeholder workshops with a particular emphasis on Gender, Religious belief and disability.

This information will be used to inform Step 4.

#### Step 4 – Findings

Diversity areas	Evidence of adverse/differential impact on specific groups Unmet needs that have been identified Any evidence of non-compliance with legislation
Age	Young people may be disadvantaged in access to housing and community facilities in future years if they do not have an opportunity to engage in planning for the future of their communities. Efforts to engage youth representatives have not been successful. Further efforts should be made.
Disability	Access into the and within the Park must be suitable for people with disabilities. Representation from disabilities groups has identified key issues but no response from groups representing people with mental disabilities.
Gender	The future aspirations of men and women for the area may be different
Religious Belief	There may be a desire to make use of the Watermead Park as part of Hindu funerals. Any redevelopment proposals involving the Thurmaston Waterfront could affect the church on Melton Road.
Racial Group	
Sexual Orientation	
Trans Gender	
All	

Assessment rating at first assessment: Red  Amber  Green

#### Step 5 – What we need to do

This could include issues such as: gaps in data hence further consultation/research is required, actions needed to address inequality/adverse impact, the need to amend processes e.g. future procurement arrangements or ease of accessibility to a service.

***The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan***

Objective	Action	Time-scale	Responsible Officer
Target invitations to workshop events to	Ensure identified groups are on the mailing list	November 2010	R. Bennett

engage with identified groups			
Target youth representatives	Contact youth workers for Thurmaston, Syston and Birstall area	March 2011	R. Bennett
Target representatives of the disabled community to glean potential effects on people with mental disabilities	Contact Charnwood Action Group for Disabled Learning and MIND	March 2011	R. Bennett

### Step 6 – Who needs to know and how they will be informed

	Who needs to know	How they will be informed
<b>Employees in the service</b>	Yes	Via meetings
<b>Employees in other services</b>		
<b>Service users</b>	Yes	Formal public consultation when the plan is published as a draft
<b>Partners and stakeholders</b>	Yes	In writing
<b>Others</b>		
<b>To ensure ease of access, what other communication needs/concerns are there?</b>		

## Charnwood Borough Council

### Equality Impact Assessment (October 2010)

<b>Title</b>	Watermead Area Core Strategy Policy Approach
<b>Date</b>	October 2010
<b>Lead Officer</b>	Richard Bennett, Head of Planning Policy
<b>Team Members</b> this could include representatives from the service, other services in the Authority, service users, partners, stakeholders and external service providers.	Planning Policy Team Martin Tincknell, Head of Conservation and Landscape Sally Eden, Senior Landscape Architect Francoise Scire, Senior Ecologist David Puxley, Head of Regeneration

#### Step 1 – Setting Out the Parameters of the Assessment

<b>A. Scope: Outline the scope of what is being assessed</b>	
<p>A topic based policy approach within the Core Strategy Development Plan Document. The policy approach concerns the Watermead Area of South Charnwood which lies within the River Soar Green Infrastructure Corridor and the desire to create policy guidance which will protect and enhance this landscape asset and its ecology whilst seeking to facilitate the wider social and economic regeneration of Thurmaston, Birstall and Syston.</p>	
<b>B. Objectives and outcomes: Identify the objectives/outcomes of what is being assessed</b>	
1.	Consideration of the potential uses for underused and despoiled land along parts of the Thurmaston waterfront;
2.	redevelopment of existing employment land for a mix of land uses including residential, leisure, tourism and employment;
3.	the investigation of potential sites to meet the wider employment needs of South Charnwood
4.	Improved accessibility north/south and east/west through Watermead Country Park between the built up areas of Thurmaston, Birstall, Syston and Wanlip, across land in public and private ownership and across administrative boundaries
5.	Promotion of the Watermead Country Park and the River Soar and Grand Union Canal corridor as a recreational and tourism resource

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

<p><b>Available research and data</b></p> <p><u>Details/results of consultation undertaken i.e. who, when, how, and findings from consultation</u></p> <p>The Core Strategy process has so far not included reference to a specific area based policy for the Watermead area. Rather, the 2008 <a href="#">Core Strategy Further Consultation Report</a> makes a number of references to the River Soar corridor and Watermead Country Park within the Green infrastructure and Regeneration themes and the area based approach to South Charnwood. Particularly relevant are the general regeneration priorities for the borough which state:</p>
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- Support for the role and function of the Borough's district and local centres: to re-instil confidence in the larger towns and villages of Charnwood that serve as service centres by a variety of public realm improvements.
- Retention and creation of small employment centres within Service Centres to improve their sustainability and to replace local industrial employment that has been lost;
- To restructure existing employment space to facilitate the movement from traditional employment sectors to new high tech and knowledge based sectors and industrial floorspace to the provision of office space;
- To provide premises for, and support to, business start-ups and micro-businesses (including those in the creative sector) across the Borough; to ensure that Charnwood can provide a spectrum of business property sizes of good quality and connectivity to accommodate growing businesses;
- To support existing businesses, and to ensure that Charnwood is seen as a business-friendly environment that encourages inward investment;
- to work with partners to improve the image of Charnwood and to positively market its economic potential;
- to develop Charnwood as an exemplar centre for low carbon living, working and travelling;
- To exploit the potential of Loughborough for the 2012 Olympics and use this as a catalyst to drive local regeneration and environmental improvement;
- To address the skills gap at both the lower and higher ends of the skills spectrum to meet changing requirements created by both business needs and climate change / sustainability drivers;
- To promote and link the Borough's tourism assets to provide a tourism destination / offer;
- to connect with and exploit regional links such as the National Forest, Greater Great Central Railway, Grand Union Canal;
- To exploit Charnwood's waterfront (rivers, canal, Watermead Country Park) and open spaces (Charnwood Forest and possible linear park) better as an amenity for both residents and visitors and to provide better access for local residents; and
- Target New Growth Point funding to assimilate growth within host communities to help address issues of social exclusion and improve community cohesion;

Consultation responses in the [Report of Consultation](#) (2009) include reference to the desire to coordinate development opportunities around Watermead Park/Wanlip Park (proposed hotel, leisure and marina) to focus development in service centres to help support tourism and recreation along the River Soar Corridor and a need to be more specific about the specific land use interventions planned for each Priority Neighbourhood.

Consultation with key stakeholders and partners through the LDF process will seek to identify any equalities issues.

#### Findings from previous Equality Impact Assessments

No previous EIA has been carried out although an [EIA of the Core Strategy Project](#) was undertaken in 2006.

This analysis identified the following equality issues:

- Race – Language and cultural barriers associated with engaging with Gypsy and Traveller groups
- Gender – Barriers around the timing of consultation events and the potential

disadvantage that a narrow range of alternative event timings can have for women.

- Disability – A need to consider the needs of people with disabilities in planning the public realm and in providing access to the countryside. Also the potential that good town and country planning has in improving public health.
- Age – The 10-15 and 20-34 age groups seen to be not as well represented in the planning process
- Religion/beliefs – Need to be aware of the inter-faith calendar and to avoid holding events which clash. Respond to the need for Places of Worship in new development.

### Demographic information

A comprehensive record of demographic data for the Borough can be accessed from the [Charnwood Borough Council Demographic Profile](#) document (published 2005). Further [parish and ward level](#) data based on the 2001 Census is also available from the Council's website.

- Race - The BME population of Charnwood is 16,573 or 10.8% of the population. The largest ethnic groups are Indian (7,203 people), Other White (2,639 people) and Bangladeshi (1,249 people)
- Gender – The 2009 mid-year estimates show that the total population is split exactly 50% between male and female although there are significantly more males than females within the 20-24 age bracket
- Disability – no information is available
- Age - the Borough contains a large proportion of 20 to 24 year olds (especially males) due to the large number of students in Loughborough. The 25 to 29 years age group contains the lowest proportions. 18.5% of the population are aged under 16 years, and 17.4% are of pension age (male over 65 or female over 60).
- Religion or Belief - In Charnwood, 59,700 people identified themselves as Christian. The largest non-Christian group is Hindu (3.98%) although a large minority (over 23.78%) stated that they had no religion, or did not state their religion.
- Sexual orientation – no information is available
- Trans-gender - no information is available

Specific information for Birstall (Watermead), Thurmaston, Syston (West) and Birstall (Wanlip) wards is summarised below:

- Birstall (Watermead) – Total population of ward is 6,513 of which 3,212 are male and 3,301 are female. 92% of all people are White British and 4.5% are Indian. 4,734 people are Christian (72.7%), 257 are Hindu (3.95%) and 1,423 (21.9%) expressed no religion. 133 people (2.85%) are economically inactive on account of being permanently sick/disabled.
- Birstall (Wanlip) – Total population of the ward is 5,125 of which 2,510 are male and 2,615 are female. 86% of all people are White British and 10% are Indian. 3,680 are Christian (71.8%), 455 are Hindu (8.9%) and 885 expressed no religion (17.3%). 86 people (2.86%) are economically inactive on account of being permanently sick/disabled).
- Thurmaston – Total population of ward is 8,945 of which 4,465 are male and 4,480 are female. 79% of all people are White British and 17% are Indian. 5,672 are Christian (63%), 1,217 are Hindu (13.6%) and 1,730 expressed no religion (19%). 314 people (4.8%) are economically inactive on account of being permanently sick/disabled.
- Syston (west) – Total population of ward is 5,794 of which 2,774 are male and 3,020 are

female. 82% of all people are White British and 13% are Indian. 3,706 are Christian (64%), 708 are Hindu (12%) and 1,283 expressed no religion (22%). 146 people (3.45%) are economically inactive on account of being permanently sick/disabled.

### Leicester City Ward Profiles

The study area adjoins the City boundary and the two wards of Abbey and Rushy Mead.

- According to the 2001 Census Abbey ward has a population of 12,713 of which 6,629 are female. The largest proportion of residents are within the 30-45 and 45-59 age groups (21% and 16% respectively). 78% of residents are white British and 13% are Indian. 56.5% class themselves as Christian, 9% as Hindu and 21% as having no religion.
- In contrast Rush Mead Ward has a population of 15,134 people of which 7,814 are female. The largest proportion of residents is also to be found in the 30-45 and 45-59 age groups (22% and 19%). 37% of residents are white British and 53.6% are Indian. 30% class themselves as Christian, 41% as Hindus and 8% as having no religion.

### Anecdotal and other evidence

#### Areas where we lack the information required

Sexual orientation  
Trans-gender  
Disability

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

### **Determine whether there is a need for further consultation or satisfaction testing**

In order to develop the Core Strategy policy approach consultation with key stakeholders will be carried out in accordance with Regulation 25 of the Town and Country Planning (Local Development) (England) Regulations 2004 (as amended in 2008 and 2009) and the adopted Statement of Community Involvement (2005). The preferred policy option will then be taken forward through the Development Plan Document Process and published as part of the pre-submission draft of the Core Strategy in due course where it will be subject to further public consultation. A programme summarising this process is available.

The lead set by the 2006 Core Strategy EqlA relates to specific statutory public consultation milestones whereas the topic based policy approach requires consideration of the equalities impacts in formulating the policy itself. In this context there will be a need to:

- Ensure that the needs of all age cohorts are met in planning for the Watermead Area.
- The area is accessible to people with disabilities
- That the views of diverse groups are garnered through the stakeholder workshops with a particular emphasis on Gender, Religious belief and disability.

This information will be used to inform Step 4.

## Step 4 – Findings

<b>Diversity areas</b>	<b>Evidence of adverse/differential impact on specific groups</b> <b>Unmet needs that have been identified</b> <b>Any evidence of non-compliance with legislation</b>
<b>Age</b>	Young people may be disadvantaged in access to housing and community facilities in future years if they do not have an opportunity to engage in planning for the future of their communities
<b>Disability</b>	Access into the and within the Park must be suitable for people with disabilities
<b>Gender</b>	The future aspirations of men and women for the area may be different
<b>Religious Belief</b>	There may be a desire to make use of the Watermead Park as part of Hindu funerals
<b>Racial Group</b>	
<b>Sexual Orientation</b>	
<b>Trans Gender</b>	
<b>All</b>	

Assessment rating at first assessment: Red  Amber  Green

## Step 5 – What we need to do

<p>This could include issues such as: gaps in data hence further consultation/research is required, actions needed to address inequality/adverse impact, the need to amend processes e.g. future procurement arrangements or ease of accessibility to a service. <i>The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan</i></p>			
Objective	Action	Time-scale	Responsible Officer
Target invitations to workshop events to engage with identified groups	Ensure identified groups are on the mailing list	November 2010	R.Bennett

## Step 6 – Who needs to know and how they will be informed

	Who needs to know	How they will be informed
<b>Employees in the service</b>		
<b>Employees in other services</b>		
<b>Service users</b>		
<b>Partners and stakeholders</b>		
<b>Others</b>		
<b>To ensure ease of access, what other communication needs/concerns are there?</b>		