Equality Impact Assessment (EqIA) for Policies, Procedures and Services

<table>
<thead>
<tr>
<th>Portfolio: Planning &amp; Strategic Services</th>
<th>Service: Strategic Development Services</th>
<th>Person responsible for the assessment: Andy Johnson - Director</th>
<th>Date EqIA completed: October 2016</th>
</tr>
</thead>
</table>

PART A
Aims and objectives of the proposal

1. **Title or name of proposal**
   - South Staffordshire Local Plan 2006-2028 Site Allocations Document (SAD)

2. **The commencement date of the proposal and approval e.g. SMT, Cabinet or Full Council**

3. **What are the aims, objectives, and purpose of the proposal?**
   - A Local Plan is being prepared to help to shape a sustainable future for South Staffordshire. The first part of the plan, the Core Strategy was adopted in December 2012. The adopted Core Strategy sets out the long-term vision, objectives and planning policies to deliver the vision and secure a sustainable future for the District.

   The second part of the Local Plan, the Site Allocations document, or SAD, identifies specific sites to meet the aims and objectives of the Core Strategy and sets a policy framework for the delivery of such sites. The SAD will identify sites for housing and employment and will also identify sites for other land uses such as open space and recreation and community uses.

4. **Are there any other functions, policies or services which might be linked with this one for the purposes of this exercise?**
   - The Local Plan (Core Strategy and Site Allocations) has links to a number of plans some of which are statutory and form part of the Development Plan for the District. These are:
     - National Planning Policy Framework (NPPF)
     - Regional Sustainable Development Strategies
     - Regional Economic Strategy
     - Regional Housing Strategy
     - Staffordshire Sustainable Community Strategy
     - South Staffordshire Sustainable Community Strategy
     - South Staffordshire Housing Strategy
     - Parish Plans
     - Neighbourhood Plans
     - Council Plan
     - LEP
5  **Who is it intended to affect or benefit (the target population):**
The SAD will identify sites for housing (market, affordable and specialist), additional Gypsy and Traveller pitches, and employment land in accordance with the Core Strategy districtwide and therefore affects all residents, stakeholders and businesses that live within or operate in it.

### PART B
**Consideration of data and research**

6  **List relevant examples of data (qualitative and quantitative) or any consultation information available that will enable the impact assessment to be undertaken**

Extensive consultation will be carried out with residents, developers and agents, stakeholders, land owners, parish councils, adjoining LPAs and parish/town councils and statutory bodies such as Environment Agency, Heritage England and Natural England. A full list of consultees can be found in the Council’s Statement of Community Involvement (SCI). The Council has a Duty to Cooperate under the Localism Act to consult with specific bodies, including adjacent local planning authorities. Consultation will take the form of public exhibitions, workshops, community forums, seminars, targeted and general consultation documents.

Comprehensive evidence base to underpin Local Plan/SAD contains statistical and monitoring data; environmental studies and assessments; reports etc on a wide variety of topics such as housing, employment, Gypsy and Traveller Needs Assessment, SHMA, SHLAA and Green Belt review.

7  **Evidence from the data from Question 6 of any feedback or complaints against the service/policy/procedure on grounds of potential or perceived discrimination**

Responses to consultations at the various stages of the preparation of the SAD, including objections, will be published in formal consultation statements.

### PART C
**Testing of Impact - within this table, state whether the policy or function will have a positive or negative impact across the protected characteristics and provide any comments, reason and evidence to support this.**

<table>
<thead>
<tr>
<th>Age</th>
<th>Positive impact</th>
<th>Negative impact*</th>
<th>Neutral</th>
<th>Reason</th>
<th>Explain the reason for your decision</th>
<th>Action* Required</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>✓</td>
<td></td>
<td></td>
<td>The SAD will identify sites for the provision of specialist elderly accommodation, Extra Care Homes, starter homes for young families, children’s play areas and other facilities and services across all age ranges.</td>
<td>Yes / No</td>
<td>N/A</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Disability</th>
<th>Positive impact</th>
<th>Negative impact*</th>
<th>Neutral</th>
<th>Reason</th>
<th>Explain the reason for your decision</th>
<th>Action* Required</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>✓</td>
<td></td>
<td></td>
<td>The SAD policy framework will take account of disabled access in building design, in access to areas of public open space and in</td>
<td>Yes / No</td>
<td>N/A</td>
</tr>
<tr>
<td>Gender reassignment</td>
<td>☑</td>
<td>The SAD will provide a policy framework which cuts across all groups regardless of gender.</td>
<td>N/A</td>
<td></td>
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<tr>
<td>Marriage &amp; Civil Partnership</td>
<td>☑</td>
<td>The SAD will provide a policy framework which cuts across all groups regardless of marriage or civil partnership.</td>
<td>N/A</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Pregnancy and maternity</td>
<td>☑</td>
<td>The SAD will provide a policy framework which cuts across all groups regardless of pregnancy or maternity.</td>
<td>N/A</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Race</td>
<td>☑</td>
<td>The SAD will identify specific sites to make provision for future pitches for GT&amp;TS families in South Staffordshire. Romany Gypsies and Irish Travellers are legally recognised as ethnic groups, and protected from discrimination. The provision of new Gypsy and Traveller sites will assist in meeting the culturally-specific accommodation needs of Gypsies and Travellers.</td>
<td>N/A</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Religion or belief</td>
<td>☑</td>
<td>The SAD will provide a policy framework which cuts across all groups regardless of religion/belief. Sites can be identified for places of worship, or to enable the provision of new facilities.</td>
<td>N/A</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Sexual orientation</td>
<td>☑</td>
<td>The SAD will provide a policy framework which cuts across all groups regardless of sexual orientation.</td>
<td>N/A</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other – e.g. lone parents, carers, unemployed</td>
<td>☑</td>
<td>The SAD does not have specific policies for lone parents, carers etc but indirectly will have a positive impact on certain groups. Examples of this would be through the provision of additional employment land which will increase job opportunities; provision of new green space, play areas, allotments, green infrastructure which will improve health and wellbeing; and by identifying land for community uses such as new schools/health centres.</td>
<td>N/A</td>
<td></td>
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</table>
### PART D

**What justifiable action does the evidence, engagement and consultation suggest you take?**

<table>
<thead>
<tr>
<th>Description</th>
<th>Yes / No</th>
</tr>
</thead>
</table>
| **A** No Major Change Required  
   When no potential for discrimination or adverse impact is identified and all opportunities to promote equality have been taken. | Yes      |
| **B** Adjustments needed to remove barriers or to better promote equality  
   Are you satisfied that the proposed adjustments will remove the barriers identified? |          |
| **C** Continue despite possible adverse impact  
   For important relevant proposals, compelling reasons will be needed. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact. |          |
| **D** Stop and rethink your proposal  
   Actual or potential unlawful discrimination is identified; the proposal will need reviewing immediately. |          |

Now complete the action and monitoring plan in the next section.

### PART E

**Action and Monitoring Plan** - where the assessment in Part C & D indicates a potential negative impact, how you will this be reduced or mitigated to reduce impact.

<table>
<thead>
<tr>
<th>Action Date</th>
<th>Action Required</th>
<th>By Whom</th>
<th>By When</th>
<th>Outcome Expected</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not yet known</td>
<td>Progression of SAD to Submission stage and independent Examination. Revisit EqIA to ensure it is fit for purpose and that policy effects have not changed.</td>
<td>AJ/GM/Local Plans Team</td>
<td>By the next formal stage of the SAD process</td>
<td>The SAD will continue to play a positive role for equality issues.</td>
</tr>
</tbody>
</table>
• I am satisfied with the results of this EIA.
• I have seen the Council’s Equality Schemes or Equality Action Plan and am satisfied with the contribution it can make.
• I agree to review the Action Plan after 12 Months with the Directorate’s Equality representative.

Approved by Director: ______________________________ Date: ______________________________

When you have completed this assessment, retain a copy and send an electronic copy to the Council’s Equality Officer, attaching any supporting evidence used to carry out the assessment

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