

Equality Impact Assessment

Title of service or policy	Draft Core Strategy – (September 27 th 2010 officer draft version)
Name of directorate and service	Directorate: Service delivery Service: Planning Service
Name and role of officers completing the EIA	Liz Tu, Cleo Newcombe-Jones, Neil Best. Planning Policy officers.
Date of assessment	October 2010

An Equality Impact Assessment is a process of systematically analysing a new or existing policy or service to identify what impact or likely impact it will have on different groups within the community. The primary concern is to identify any discriminatory or negative consequences for a particular group or sector of the community. Equality impact Assessments (EIAs) can be carried out in relation to service delivery as well as employment policies and strategies.

This toolkit has been developed to use as a framework when conducting an Equalities Impact Assessment (EIA) on a policy, service or function. It is intended that this is used as a working document throughout the EIA process, with a final version including the action plan section being published on the Council's and NHS Bath and North East Somerset's websites.

1. Identify the aims of the policy or service and how it is implemented.		
	Key questions	Answers / Notes
1.1	Briefly describe purpose of the service/policy including <ul style="list-style-type: none"> ● How the service/policy is delivered and by whom ● If responsibility for its implementation is shared with other departments or organisations ● Intended outcomes 	Review of Council's planning policy under a new planning system and introduction of new planning policies. Under the new system the Council is developing its Local Development Framework, the Core Strategy is the central document within this. It sets out the strategic planning framework to help guide change and development over the next 20 years and beyond. Once the Core Strategy is adopted it will be implemented by various Council departments including planning services, as well as other public service providers and the private sector. At the end of each policy there is a section which explains who will deliver the policy. Intended outcomes will be monitored in line with the criteria included in the monitoring chapter.
1.2	Provide brief details of the scope of the policy or service being reviewed, for example: <ul style="list-style-type: none"> ● Is it a new service/policy or 	Review of Council's planning policy under a new planning system – also introducing new planning policies.

	<p>review of an existing one?</p> <ul style="list-style-type: none"> ● Is it a national requirement?). ● How much room for review is there? 	<p>This is a national requirement and Planning Policy Statement 12 sets the framework to which local planning policy must adhere. Bath and North East Somerset have the opportunity to make local policies that conform to these national policies through the LDF.</p> <p>Under the proposals to abolish the Regional Spatial Strategy the Council will have more local control over the strategy making process. There will be a 5 year review period. There will be annual monitoring of the indicators identified in the document as well as national indicators.</p>
1.3	Do the aims of this policy link to or conflict with any other policies of the Council?	The Core Strategy is central to the delivery of the vision of the Sustainable Community Strategy (The overarching strategy for Bath and North East Somerset which has been prepared by the Local Strategic Partnership), and the Council's corporate vision.
2. Consideration of available data, research and information		
<p>Monitoring data and other information can help you analyse whether you are delivering a fair and equal service. Please consider the availability of the following as potential evidence:</p> <ul style="list-style-type: none"> ● Demographic data and other statistics, including census findings ● Recent research findings ● Results from recent consultation or surveys ● Service user monitoring data (including ethnicity, gender, disability, religion/belief, sexual orientation and age) ● Information from relevant groups or agencies, for example trade unions and voluntary and community organisations ● Analysis of records of enquiries about your service, or complaints or compliments about them ● Recommendations of external inspections or audit reports 		
	Key questions	Data, research and information that you can refer to

2.1	What is the equalities profile of the team delivering the service/policy?	Wide range of service deliverers including public, private and voluntary sectors which mirrors the equality profile of Bath and North East Somerset.
2.2	What equalities training have staff received?	Planning policy team have received corporate equalities training and EQIA training. A number of the service deliverers within the Council will have received corporate equalities training.
2.3	What is the equalities profile of people using the service?	We have limited information about the user profile for planning applications, and through equalities mapping and population profile analysis we now know more about the wider groups of user who will benefit from planning policy and the Core Strategy. (Bath and North East Somerset, 2009. <i>Equality Profile</i>). The equalities profile is representative of that of the district of Bath and North East Somerset.
2.4	What other data do you have in terms of service users or staff? (e.g results of customer satisfaction surveys, results of previous consultations)	We have some limited equalities data from previous rounds of consultation where people have included the information on Inovem. Now have Equality Mapping and the 'Population of Bath and North East Somerset' for data on those that live in the District.
2.5	Are there any gaps in the data, research or information that is available?	Now have additional data as referred at 2.4. There is a gap in terms of data relating to the sexual orientation strand, an action has been added to address this in future.
2.6	If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equalities considerations within this?	Our Statement of Community Involvement which explains how the local community can get involved in the preparation of the LDF sets out our target groups. These are young people, faith, ethnic and language groups, disabled people, gypsies and travellers, people living in rural areas, small business owners and residents. We have done extensive ongoing consultation with these groups particularly young people and we should continue to seek opportunities for future engagement with equalities groups. The next consultation is a more formal stage and our focus will be on enabling all respondents to complete the form appropriately. Additional help and guidance will need to be given to equalities groups. New legislation introduces 'maternity and pregnancy' and 'marriage and civil partnership', a future action is to consider how to involve representatives of these communities.

3. Assessment of impact			
	<p>Based upon any data you have analysed, or the results of consultation or research, use the spaces below to list how the service or policy:</p> <ul style="list-style-type: none"> • Meets any particular needs of each of the six equalities groups or helps promote equality in some way. • Could have a negative or adverse impact for each of the six equalities groups 		
		Examples of what the service has done to promote equality	Examples of potential negative or adverse impact and what steps have been or could be taken to address this
		<p>General point</p> <p>The positive impacts are highlighted under each strand. Many of the positive impacts apply across several or all strands so to highlight this all strands associated with the positive impact are indicated in brackets and a summary of positives that apply to all strands are outlined at 3.9.</p>	<p>There is the potential for adverse impacts if the Core Strategy is not adopted through non delivery of the many positive impacts identified in this assessment. Examples include:</p> <ul style="list-style-type: none"> -provision of less affordable homes with impacts for those on lower incomes (impact on socio-economic, age, disability strands) -no policy on housing mix may lead to housing developments that don't meet the needs of communities (impact primarily on the age and disability strands). - no policies promoting a mixed economy may lead to less diversity of employment opportunities with impacts on the age, disability and socio economic strands.
3.1	Gender – identify the impact/potential impact of the policy on women,	<p>Policy DW1: District Wide spatial strategy (the strategy for the District)</p> <ul style="list-style-type: none"> • Concentrating development in Bath, the towns and the villages with good public transport provides better opportunities for people to travel more easily to and from the new development. This is because development is aimed at the places where existing road and public transport access is available (gender, disability, age). Positive impact on gender in terms of safer opportunities for travelling alone for women. • An increased range of jobs will generate more opportunities for people of all skills and abilities to find appropriate employment meeting the needs of 	

<p>men and transgender people. This includes pregnancy and maternity.</p>	<p>both men and women. (disability, age, gender, socio-economic).</p> <ul style="list-style-type: none"> • Building new homes allows more opportunity for communities and groups to live in the District, with benefits for all groups. • Focussing new development on land that has been used previously (known as Brownfield land) means that less green field land is required.. As this 'Brownfield' land is already in more central places this also means that new development will be concentrated in the places where existing transport exists or where there is opportunity for new public transport/car sharing because of being next to many other uses which lots of people travel to and from. This is of particular benefit to public transport users who would be unable to reach locations not linked to public transport. (rural communities, all). <p>B1 Spatial strategy and delivery headlines for Bath</p> <ul style="list-style-type: none"> • The strategy allows more space for development of employment space which will mean more jobs and more opportunity for a wide range of jobs drawing on many skills. This will mean better job opportunities for all groups, to meet employment requirements and skill sets of both men and women. (all) • The majority of these new jobs will be located in the parts of the City that are the easiest to get to. (all) • There are positive impacts on all strands through regeneration and associated economic benefits. This means that the places people live and work in will improve. (all) • Helping improve the public realm presents opportunities for positive impacts in terms of the design of the places people use. (disability, gender, age). Positive impact for gender in terms of designing environments that are safer, and that feel safer, for women in particular. 	
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	<p>KE2 Town Centre Somerdale Strategic Policy</p> <p>The diversification of future employment base will allow for different opportunities for employment – as at DW1 above. (age, gender, disability, socio-economic)</p> <p>There will be more leisure opportunities for different groups. (age, gender, disability, socio-economic)</p> <p>The policy is positive about better local facilities and providing these over a longer period of the day ‘for all members of the community’. This is positive for people’s lifestyles. (age, gender, disability, socio-economic). This is positive for women in particular with regard to fitting around childcare responsibilities and both men and women in terms of work commitments.</p> <p>CP6 Environmental quality</p> <p>This policy promotes inclusive design which means that buildings and the spaces between them are usable and effective for everyone (all). It also highlights the importance of creating safe places which means designing places in a way that reduces opportunity for crime – such as through positioning of street lighting and avoiding creating isolated places or corners. (age, gender). This is of particular positive impact to women feeling less fear of crime.</p> <p>The Building for Life ‘good’ standard requires a high quality of design. This standard considers 20 criteria such as how close to public transport and community facilities the development is, how good the build standard is and how good the development layout is. This high standard has a positive impact for age, gender and disability strands through ensuring the buildings are appropriate for their use, ensuring people that live there can get to the things they need easily (community facilities, public transport) and designing places that feel safe. (age, gender, disability).</p>	
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		<p>CP10 Housing mix</p> <p>This is a new policy area which aims for residential developments to meet the needs of communities, and the mix (different sizes of houses) should align with the needs of the communities. This will have a positive impact on meeting particular needs of different life stages (age), and on providing appropriate housing for disabled people and people with special needs (disability) (New policy has positive impacts on all particularly age, disability). This allows for changing household sizes and needs such as through divorce, remarriage, more children to be accommodated.</p> <p>CP12 Centres and retailing</p> <p>This policy supports local retail centres and therefore local communities that rely on local shops and the local economy with positive impacts for all. (all) This is a positive impact for women in particular who are more likely to require services close to home during the day.</p>	
3.2	<p>Disability - identify the impact/potential impact of the policy on disabled people (ensure</p>	<p>Policy DW1: District Wide spatial strategy (the strategy for the District)</p> <ul style="list-style-type: none"> • Concentrating development in Bath, the towns and the villages with good public transport provides better opportunities for people to travel more easily to and from the new development. This is because development is aimed at the places where existing road and public transport access is available (gender, disability, age). Positive impact for those disabled people who are unable to drive and that rely on public or community transport. • An increased range of jobs will generate more opportunities for people of all skills and abilities to find appropriate employment. (disability, age, gender, socio-economic). 	

<p>consideration of a range of impairments including both physical and mental impairments)</p>	<ul style="list-style-type: none"> • Building new homes allows more opportunity for communities and groups to live in the District, with benefits for all groups. • Focussing new development on land that has been used previously (known as Brownfield land) means that less green field land is required. As this 'Brownfield' land is already in more central places this also means that new development will be concentrated in the places where existing transport exists or where there is opportunity for new public transport/car sharing because of being next to many other uses which lots of people travel to and from. This is of particular benefit to public transport users who would be unable to reach locations not linked to public transport. As above, positive impact for disabled people who may not be able to drive. <p>B1 Spatial strategy and delivery headlines for Bath</p> <ul style="list-style-type: none"> • The new Wayfinding information system is useful to making the city easier to navigate around physically, and for visitors and different user groups. Of particular assistance for disabled people (all) • Helping improve the public realm presents opportunities for positive impacts in terms of the design of the places people use. Opportunity for improved public spaces which are better for disabled access (disability, gender, age) <p>B2 Central Area Strategic Policy</p> <p>Redevelopment of rail station presents a positive opportunity for improved access (age, disability).</p> <p>The policy promotes new office development which will mean less reliance on Georgian office space which is often difficult for disabled or older people to get into and around. This is a positive impact for the disability and age strand as there will be more office accommodation built to modern standards which includes meeting the latest building regulations and standards (disability,</p>	
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	<p>age).</p> <p>KE1 Keynsham Spatial Strategy</p> <p>The strategy aims to improve the balance between the people who live in Keynsham with jobs that are appropriate, to reduce the number of people that need to travel away from the town for work. This approach should provide a wider range of jobs and therefore generate more local job opportunities. This is a positive impact for those trying to access the job market in Keynsham (socio-economic, age, disability)</p> <p>The local centres are to be improved and with benefits for local shopping. This has a positive impact on the local community and particularly for those who are unable to travel for basic services and shops. (disability, age, socio-economic)</p> <p>The strategy aims to provide more affordable housing in Keynsham, this will have a positive impact on those in need of suitable housing in Keynsham (age, disability, socio-economic).</p> <p>KE2 Town Centre Somerdale Strategic Policy</p> <p>The diversification of future employment base will allow for different job opportunities. This has a positive impact on those seeking appropriate employment and allows for a wider range of jobs requiring a wider range of skill sets (age, gender, disability, socio-economic)</p> <p>There will be more leisure opportunities for different groups. This is positive for wider involvement in leisure. (age, gender, disability, socio-economic)</p> <p>The policy is positive about better local facilities and providing these over a longer period of the day 'for all members of the community'. This is positive for fitting in around people's lifestyles. (age, gender, disability, socio-</p>	<p>KE2</p> <p>There is an opportunity for further positive impact in overcoming identified difficulties of access to shops for disabled people. Recommend inclusion of 'accessible' as important to new retail units in Keynsham. (disability, age)</p>
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	<p>economic). This is positive for disabled people who may rely on the availability of family or others to attend activities.</p> <p>RA1 Development in the villages meeting the listed criteria</p> <p>Locating new housing where there are better facilities will have a positive impact on those that are not able to travel far and that could otherwise be isolated by a lack of access to services or facilities. (age, disability).</p> <p>RA3 Community facilities and shops</p> <p>Provision of local community facilities and shops has a positive impact on those that do not have access to a car, who would otherwise be disadvantaged in reaching basic facilities and services. (rural communities, age, disability).</p> <p>RA4 Rural Exceptions Sites</p> <p>Provision of affordable housing where it is needed for local people is positive for the community and to meeting housing needs. (rural communities, age, disability, socio-economic)</p> <p>CP1 Retrofitting existing buildings and CP2 Sustainable construction for new build</p> <p>These policies should help running costs of all buildings including homes and community buildings. It could also generate income where too much energy is created and is sold back to the grid, and this could help to fund community facilities. (all, particularly: age, religion/belief, race, disability)</p> <p>CP3 Renewable energy targets</p> <p>Positive that since the options document additional criteria have been added</p>	
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	<p>for assessing proposals for low carbon and renewable energy infrastructure. This includes: 'contribution to significant community benefits' and for 'potential social and economic benefits including job creation opportunities'. These criteria have clear positive impacts for creating jobs and flexibility to develop renewable energy for benefit of community (age, disability, religion/belief, socio economic)</p> <p>CP6 Environmental quality</p> <p>This policy promotes inclusive design which means that buildings and the spaces between them are usable and effective for everyone (all). It also highlights the importance of creating safe places which means designing places in a way that reduces opportunity for crime – such as through positioning of street lighting and avoiding creating isolated places or corners. (age, gender, disability).</p> <p>The Building for Life 'good' standard requires a high quality of design. This standard considers 20 criteria such as how close to public transport and community facilities the development is, how good the build standard is and how good the development layout is. This high standard has a positive impact for age, gender and disability strands through ensuring the buildings are appropriate for their use, ensuring people that live there can get to the things they need easily (community facilities, public transport) and designing places that feel safe. (age, gender, disability).</p> <p>There was a potential for adverse impact of this policy identified in the previous EQIA assessment of the options document. This was that protecting the historic environment may result in controls that mean that some groups were not able to access certain buildings or places. This has now been improved in the policy wording which says that 'sustainable opportunities for improved access to and enjoyment of assets' will be promoted. (all)</p> <p>CP9 Affordable Housing</p>	
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		<p>Although demand is high and is difficult to fully address, new affordable housing is positive for those in housing need and to ensure that those on lower incomes are able to live and work in the District (main positive impact on age, disability, socio-economic).</p> <p>The reduction in the site size for which affordable housing will need to be provided should increase amount of affordable housing overall which has a positive impact for those in housing need. (socio-economic, age, disability)</p> <p>The policy considers the balance between social rented and intermediate housing and this is good for all communities to ensure that their particular housing need is met (socio-economic, age, disability, rural communities)</p> <p>Housing is more flexible and affordable. New affordable housing will be built to the latest standards which allows housing to be more easily adapted and this is important to individuals and the community as the needs of people living in the housing changes. The ageing population will lead to a need for more housing that is suitable for those with mobility problems. (age, disability)</p> <p>CP10 Housing mix</p> <p>This is a new policy area which aims for residential developments to meet the needs of communities, and the mix (different sizes of houses) should align with the needs of the communities. This will have a positive impact on meeting particular needs of different life stages (age), and on providing appropriate housing for disabled people and people with special needs (disability) (New policy has positive impacts on all particularly age, disability).</p>	
3.3	Age – identify the impact/potential	<p>Policy DW1: District Wide spatial strategy (the strategy for the District)</p> <ul style="list-style-type: none"> • Concentrating development in Bath, the towns and the villages with good public transport provides better opportunities for people to travel more easily to and from the new development. This is because development is 	

<p>I impact of the policy on different age groups</p>	<p>aimed at the places where existing road and public transport access is available (gender, disability, age).</p> <ul style="list-style-type: none"> • An increased range of jobs will generate more opportunities for people of all skills and abilities to find appropriate employment. (disability, age, gender, socio-economic) • Focussing new development on land that has been used previously (known as Brownfield land) means that less green field land is required. This protects landscape that is important to rural communities. As this 'Brownfield' land is already in more central places this also means that new development will be concentrated in the places where existing transport exists or where there is opportunity for new public transport/car sharing because of being next to many other uses which lots of people travel to and from. This is of particular benefit to public transport users who would be unable to reach locations not linked to public transport. (rural communities, all) <p>B1 Spatial strategy and delivery headlines for Bath</p> <ul style="list-style-type: none"> • Helping improve the public realm presents opportunities for positive impacts in terms of the design of the places people use. (disability, gender, age) <p>B2 Central Area Strategic Policy</p> <p>The policy promotes new office development which will mean less reliance on Georgian office space which is often difficult for disabled or older people to get into and move around. This is a positive impact for disability and age strand as there will be more office accommodation built to modern standards which includes meeting the latest building regulations and standards (<i>disability, age</i>).</p> <p>B5 Strategic Policy for the Universities</p>	
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	<p>Policy approach provides more academic floor space/facilities positive for all levels of education with a positive impact on opportunities for study (age)</p> <p>KE1 Keynsham Spatial Strategy</p> <p>The strategy aims to improve the balance between the people who live in Keynsham with jobs that are appropriate, to reduce the number of people that need to travel away from the town for work. This approach should provide a wider range of jobs and therefore generate more local job opportunities. This is a positive impact for those trying to access the job market in Keynsham (<i>socio-economic, age, disability</i>)</p> <p>The local centres are to be improved and with benefits for local shopping. This has a positive impact on the local community and particularly for those who are unable to travel for basic services and shops. (<i>disability, age, socio-economic</i>)</p> <p>The strategy aims to provide more affordable housing in Keynsham, this will have a positive impact on those in need of suitable housing in Keynsham (age, disability, socio-economic).</p> <p>KE2 Town Centre Somerdale Strategic Policy</p> <p>The diversification of future employment base will allow for different job opportunities. This has a positive impact on those seeking appropriate employment and allows for a wider range of jobs requiring a wider range of skill sets (age, gender, disability, socio-economic)</p> <p>There will be more leisure opportunities for different groups. This is positive for wider involvement in leisure. (age, gender, disability, socio-economic)</p> <p>The policy is positive about better local facilities and providing these over a longer period of the day 'for all members of the community'. This is positive</p>	
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	<p>for fitting in around people's lifestyles. (age, gender, disability, socio-economic)</p> <p>RA1 Development in the villages meeting the listed criteria</p> <p>Locating new housing where there are better facilities will have a positive impact on those that are not able to travel far and that could otherwise be isolated by a lack of access to services or facilities. (age, disability).</p> <p>RA3 Community facilities and shops</p> <p>Provision of local community facilities and shops has a positive impact on those that do not have access to a car, who would otherwise be disadvantaged in reaching basic facilities and services. (rural communities, age, disability).</p> <p>RA4 Rural Exceptions Sites</p> <p>Provision of affordable housing where it is needed for local people is positive for the community and to meeting housing needs. (rural communities, age, disability, socio-economic)</p> <p>CP1 Retrofitting existing buildings and CP2 Sustainable construction for new build</p> <p>These policies should help running costs of all buildings including homes and community buildings. It could also generate income where too much energy is created and is sold back to the grid, and this could help to fund community facilities. (all, particularly: age, religion/belief, race, disability)</p> <p>CP3 Renewable energy targets</p> <p>Positive that since the options document additional criteria have been added</p>	
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	<p>for assessing proposals for low carbon and renewable energy infrastructure. This includes: 'contribution to significant community benefits' and for 'potential social and economic benefits including job creation opportunities'. These criteria have clear positive impacts for creating jobs and flexibility to develop renewable energy for benefit of community (age, disability, religion/belief, socio economic)</p> <p>CP4 District heating</p> <p>Provides more low cost efficient heating to assist winter deaths issue, this is a positive impact for the older generation which is particularly important in light of the ageing population. (age)</p> <p>CP6 Environmental quality</p> <p>This policy promotes inclusive design which means that buildings and the spaces between them are usable and effective for everyone (all). It also highlights the importance of creating safe places which means designing places in a way that reduces opportunity for crime – such as through positioning of street lighting and avoiding creating isolated places or corners. (age, gender, disability).</p> <p>The Building for Life 'good' standard requires a high quality of design. This standard considers 20 criteria such as how close to public transport and community facilities the development is, how good the build standard is and how good the development layout is. This high standard has a positive impact for age, gender and disability strands through ensuring the buildings are appropriate for their use, ensuring people that live there can get to the things they need easily (community facilities, public transport) and designing places that feel safe. (age, gender, disability).</p> <p>There was a potential for adverse impact of this policy identified in the previous EQIA assessment of the options document. This was that protecting</p>	
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	<p>the historic environment may result in controls that mean that some groups were not able to access certain buildings or places. This has now been improved in the policy wording which says that 'sustainable opportunities for improved access to and enjoyment of assets' will be promoted. (all)</p> <p>CP9 Affordable Housing</p> <p>Although demand is high and is difficult to fully address, new affordable housing is positive for those in housing need and to ensure that those on lower incomes are able to live and work in the District (main positive impact on age, disability, socio-economic).</p> <p>The reduction in the site size for which affordable housing will need to be provided should increase amount of affordable housing overall which has a positive impact for those in housing need. (socio-economic, age, disability)</p> <p>The policy considers the balance between social rented and intermediate housing and this is good for all communities to ensure that their particular housing need is met (socio-economic, age, disability, rural communities)</p> <p>Housing is more flexible and affordable. New affordable housing will be built to the latest standards which allows housing to be more easily adapted and this is important to individuals and the community as the needs of people living in the housing changes. The ageing population will lead to a need for more housing that is suitable for those with mobility problems. (age, disability)</p> <p>CP10 Housing mix</p> <p>This is a new policy area which aims for residential developments to meet the needs of communities, and the mix (different sizes of houses) should align with the needs of the communities. This will have a positive impact on meeting particular needs of different life stages (age), and on providing appropriate housing for disabled people and people with special needs</p>	
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		(disability) (New policy has positive impacts on all particularly age, disability).	
3.4	Race – identify the impact/potential impact on different black and minority ethnic groups	<p>Policy DW1: District Wide spatial strategy (the strategy for the District)</p> <ul style="list-style-type: none"> Building new homes allows more opportunity for communities and groups to live in the District, with benefits for all groups. Positive impact on race with increased opportunities to live in the District which has a small BME population. <p>CP1 Retrofitting existing buildings and CP2 Sustainable construction for new build</p> <p>These policies should help running costs of all buildings including homes and community buildings. It could also generate income where too much energy is created and is sold back to the grid, and this could help to fund community facilities. This may include community buildings associated with racial groups (all, particularly: age, religion/belief, race, disability)</p> <p>CP10 Housing mix</p> <p>This is a new policy area which aims for residential developments to meet the needs of communities, and the mix (different sizes of houses) should align with the needs of the communities. This has a positive impact on the race strand in terms of allowing suitable home sizes to meet needs.</p> <p>CP11 Gypsy, travellers and travelling show people policy</p> <p>Specific approach for this group. Positive impact on race strand.</p>	<p>RA1 Rural areas</p> <p>The criteria for support of local community for the principle of development in the rural areas could have an adverse impact on race. There is potential that community decisions will not be representative of all groups and this could lead to exclusion of some groups. For example predominately white communities in the villages of Bath and North East Somerset may take decisions that lead to adverse impacts on the needs of BME groups. As the processes for demonstrating local community support develop (and in conjunction with Policy and Partnerships) this should be monitored to ensure checks and balances are in place to avoid adverse impact. An action has been added. (race, socio-economic)</p>
3.5	Sexual orientation - identify	The positive impacts on this strand are those that apply to the whole community and are listed under 3.9.	There is limited information on this strand which could mean there are adverse impacts which have not

	<p>the impact/potential impact of the policy on lesbians, gay, bisexual & heterosexual people This includes marriage and civil partnership.</p>		<p>been identified. An action has been added to address this in future LDF document production.</p>
<p>3.6</p>	<p>Religion/belief – identify the impact/potential impact of the policy on</p>	<p>Policy DW1: District Wide spatial strategy (the strategy for the District)</p> <ul style="list-style-type: none"> • Building new homes allows more opportunity for communities and groups to live in the District, with benefits for all groups. This has a positive impact on religion/belief through opportunities to extend community networks <p>CP1 Retrofitting existing buildings and CP2 Sustainable construction for new build</p> <p>These policies should help running costs of all buildings including homes and</p>	

	<p>people of different religious /faith groups and also upon those with no religion.</p>	<p>community buildings. It could also generate income where too much energy is created and is sold back to the grid, and this could help to fund community facilities, buildings and services. (all, particularly: age, religion/belief, race, disability)</p> <p>CP3 Renewable energy targets</p> <p>Positive that since the options document additional criteria have been added for assessing proposals for low carbon and renewable energy infrastructure. This includes: ‘contribution to significant community benefits’ and for ‘potential social and economic benefits including job creation opportunities’. These criteria have clear positive impacts for creating jobs and flexibility to develop renewable energy for benefit of community including faith groups.</p>	
<p>3.7</p>	<p>Socio-economically disadvantaged – identify the impact on people who are disadvantaged due to factors like family backgro</p>	<p>Policy DW1: District Wide spatial strategy (the strategy for the District)</p> <ul style="list-style-type: none"> • An increased range of jobs will generate more opportunities for people of all skills and abilities to find appropriate employment. (disability, age, gender, socio-economic) • Focussing new development on land that has been used previously (known as Brownfield land) means that less green field land is required.. As this ‘Brownfield’ land is already in more central places this also means that new development will be concentrated in the places where existing transport exists or where there is opportunity for new public transport/car sharing because of being next to many other uses which lots of people travel to and from. This is of particular benefit to public transport users who would be unable to reach locations not linked to public transport. This has a particular positive impact on those that are unable to afford private transport. <p>B1 Spatial strategy and delivery headlines for Bath</p>	

<p>und, educati onal attainm ent, neighbo urhood, employ ment status can influenc e life chances</p>	<ul style="list-style-type: none"> • More hotel rooms will give economic boost and provide more jobs. (socio-economic) <p>B3 Newbridge and Twerton Riverside Strategic Policy</p> <p>Positive reference to relationship of jobs in the area. Emphasis on employment led mixed use development is positive for increasing employment opportunities and enjoyable places to work. (socio-economic)</p> <p>KE1 Keynsham Spatial Strategy</p> <p>The strategy aims to improve the balance between the people who live in Keynsham with jobs that are appropriate, to reduce the number of people that need to travel away from the town for work. This approach should provide a wider range of jobs and therefore generate more local job opportunities. This is a positive impact for those trying to access the job market in Keynsham (socio-economic, age, disability)</p> <p>The local centres are to be improved and with benefits for local shopping. This has a positive impact on the local community and particularly for those who are unable to travel for basic services and shops. (disability, age, socio-economic)</p> <p>The strategy aims to provide more affordable housing in Keynsham, this will have a positive impact on those in need of suitable housing in Keynsham (age, disability, socio-economic).</p> <p>KE2 Town Centre Somerdale Strategic Policy</p> <p>The diversification of future employment base will allow for different job opportunities. This has a positive impact on those seeking appropriate employment and allows for a wider range of jobs requiring a wider range of</p>	
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	<p>skill sets (age, gender, disability, socio-economic)</p> <p>There will be more leisure opportunities for different groups. This is positive for wider involvement in leisure. (age, gender, disability, socio-economic)</p> <p>The policy is positive about better local facilities and providing these over a longer period of the day 'for all members of the community'. This is positive for fitting in around people's lifestyles. (age, gender, disability, socio-economic)</p> <p>SV2 Midsomer Norton Town Centre Strategy</p> <p>Promotes modern office space recognising the need to offset the loss of manufacturing jobs. (socio-economic).</p> <p>RA4 Rural Exceptions Sites</p> <p>Provision of affordable housing where it is needed for local people is positive for the community and to meeting housing needs. (rural communities, age, disability, socio-economic)</p> <p>CP1 Retrofitting existing buildings and CP2 Sustainable construction for new build</p> <p>These policies should help running costs of all buildings including homes and community buildings. It could also generate income where too much energy is created and is sold back to the grid, and this could help to fund community facilities. This will assist those on lower incomes.</p> <p>Inter generational sustainability through income generation (socio-economic).</p> <p>CP3 Renewable energy targets</p>	<p>RA1 Rural areas</p> <p>The criteria for support of local community for the principle of development in the rural areas could have an adverse impact on this strand. There is potential that community decisions will not be representative of all groups and this could lead to exclusion of some groups. For example predominately financially comfortable communities may not address needs of socio-economically disadvantaged groups. As the processes for demonstrating local community support develop (and in conjunction with Policy and</p>
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	<p>Positive that since the options document additional criteria have been added for assessing proposals for low carbon and renewable energy infrastructure. This includes: 'contribution to significant community benefits' and for 'potential social and economic benefits including job creation opportunities'. These criteria have clear positive impacts for creating jobs and flexibility to develop renewable energy for benefit of community (age, disability, religion/belief, socio economic)</p> <p>High level target is flexible to include all scale and sizes of technologies from small scale affordable to large scale schemes which is a positive impact on ensuring all income groups can afford to use these technologies. (socio-economic)</p> <p>CP9 Affordable Housing</p> <p>Although demand is high and is difficult to fully address, new affordable housing is positive for those in housing need and to ensure that those on lower incomes are able to live and work in the District (main positive impact on age, disability, socio-economic).</p> <p>The reduction in the site size for which affordable housing will need to be provided should increase amount of affordable housing overall which has a positive impact for those in housing need. (socio-economic, age, disability)</p> <p>The policy considers the balance between social rented and intermediate housing and this is good for all communities to ensure that their particular housing need is met (socio-economic, age, disability, rural communities)</p> <p>CP10 Housing mix</p> <p>This is a new policy area which aims for residential developments to meet the needs of communities, and the mix (different sizes of houses) should align with the needs of the communities. This has a positive impact on providing</p>	<p>Partnerships) this should be monitored to ensure checks and balances are in place to avoid adverse impact. An action has been added. (race, socio-economic)</p>
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	<p>housing of various sizes to meet various budgets and circumstances.</p> <p>CP12 Centres and retailing</p> <p>This policy supports local retail centres and therefore local communities that rely on local shops and the local economy with positive impacts for all. Particular positive impact on those that cannot afford to travel to shops (socio economic)</p>	
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			<p>CP12 Centres and retailing</p> <p>London Road identified as requiring strengthening and further DPDs will look to strengthen the community of London Road. Identified in equalities mapping as an area of deprivation and this</p>
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			should be highlighted in the text, added as an action. Recommend that Core Strategy text includes reference to equality mapping work.
3.8	Rural communities – identify the impact / potential impact on people living in rural communities	<p>Policy DW1: District Wide spatial strategy (the strategy for the District)</p> <ul style="list-style-type: none"> • The specific approach for the rural areas takes on board the issues of the rural communities.(rural communities) • An increased range of jobs will generate more opportunities for people of all skills and abilities to find appropriate employment. (disability, age, gender, socio-economic) • Building new homes allows more opportunity for communities and groups to live in the District, with benefits for all groups. • Focussing new development on land that has been used previously (known as Brownfield land) means that less green field land is required. This protects landscape that is important to rural communities. As this ‘Brownfield’ land is already in more central places this also means that new development will be concentrated in the places where existing transport exists or where there is opportunity for new public transport/car sharing because of being next to many other uses which lots of people travel to and from. This is of particular benefit to public transport users who would be unable to reach locations not linked to public transport. (rural communities, all) <p>RA1 Development in the villages meeting the listed criteria</p> <p>Locating new housing where there are better facilities will have a positive impact on those that are not able to travel far and that could otherwise be</p>	

	<p>isolated by a lack of access to services or facilities. (age, disability, rural communities).</p> <p>Concentrating housing development where there is local support is positive for local communities (rural communities).</p> <p>RA3 Community facilities and shops</p> <p>Provision of local community facilities and shops has a positive impact on those that do not have access to a car, who would otherwise be disadvantaged in reaching basic facilities and services. (rural communities, age, disability).</p> <p>RA4 Rural Exceptions Sites</p> <p>Provision of affordable housing where it is needed for local people is positive for the community and to meeting housing needs. (rural communities, age, disability, socio-economic)</p> <p>CP3 Renewable energy targets</p> <p>Positive that since the options document additional criteria have been added for assessing proposals for low carbon and renewable energy infrastructure. This includes: 'contribution to significant community benefits' and for 'potential social and economic benefits including job creation opportunities'. These criteria have clear positive impacts for creating jobs and flexibility to develop renewable energy for benefit of community (rural communities, age, disability, religion/belief, socio economic)</p> <p>CP6 Environmental quality</p> <p>The landscape is particularly important to those living and working in the rural communities and is protected through this policy. (rural communities).</p>	<p>RA4 Rural Exceptions Sites</p> <p>There is a potential adverse impact for community cohesion in rural communities with development of new housing creating a new part of the community, particularly on rural exceptions sites. The rural exceptions policy addresses this through stressing importance of local connections which should assist new inhabitants integration through a link to the existing community.</p>
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	<p>CP9 Affordable Housing</p> <p>The policy considers the balance between social rented and intermediate housing and this is good for all communities to ensure that their particular housing need is met (socio-economic, age, disability, rural communities)</p> <p>Housing is more flexible and affordable. New affordable housing will be built to the latest standards which allows housing to be more easily adapted and this is important to individuals and the community as the needs of people living in the housing changes. The ageing population (many of whom live in rural communities) will lead to a need for more housing that is suitable for those with mobility problems. (rural communities, age, disability)</p> <p>CP10 Housing mix</p> <p>This is a new policy area which aims for residential developments to meet the needs of communities, and the mix (different sizes of houses) should align with the needs of the communities. This will have a positive impact on rural communities where finding suitable accommodation, particularly opportunities to down-size has been an issue.</p>	
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3.9	ALL	<p>The following impacts have been identified that have a positive impact on all groups and the community as a whole. Where the issue has also a particular impact on a strand this has been drawn out above, however to avoid repetition of positive impacts applicable generally to all strands they are presented below:</p> <p>Policy DW1: District Wide spatial strategy (the strategy for the District)</p> <ul style="list-style-type: none"> • Building new homes allows more opportunity for communities and groups to live in the District, with benefits for all groups. • The strategy promotes economic growth which allows for more opportunities for employment and for people to have suitable jobs. This is a positive impact for all groups. (all) <p>B1 Spatial strategy and delivery headlines for Bath</p> <ul style="list-style-type: none"> • The strategy allows more space for development of employment space which will mean more jobs and more opportunity for a wide range of jobs drawing on many skills. This will mean better job opportunities for all groups. (all) • The majority of these new jobs will be located in the parts of the City that are the easiest to get to. This means that the places people live and work in will improve. (all) • The new Wayfinding information system is useful to making the city easier to navigate around physically, and for visitors and different user groups. (all) <p>The provision of a cultural venue is positive for all. The detail of the type of cultural venue will need to be considered in the future and it is important that equality groups are involved in this to ensure it meets needs.</p> <p>CP1 Retrofitting existing buildings and CP2 Sustainable construction for new build</p>	
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	<p>These policies should help running costs of all buildings including homes and community buildings. It could also generate income where too much energy is created and is sold back to the grid, and this could help to fund community facilities. (all, particularly: age, religion/belief, race, disability)</p> <p>CP6 Environmental quality</p> <p>This policy aims to protecting wildlife and species. This is important for current and future generations. (all)</p> <p>There was a potential for adverse impact of this policy identified in the previous EQIA assessment of the options document. This was that protecting the historic environment may result in controls that mean that some groups were not able to access certain buildings or places. This has now been improved in the policy wording which says that ‘sustainable opportunities for improved access to and enjoyment of assets’ will be promoted. (all)</p> <p>SV1 Spatial Strategy for the Somer Valley</p> <p>The policy aims to improve the way people can access (interact with) local heritage, woodlands and green spaces which is positive for all.</p> <p>SV3 Radstock Town Centre Strategy</p> <p>The regeneration of the town centre includes improving the way it looks and the way it feels to be there (an improved public realm). This is an excellent opportunity for better and useful places for all.</p> <p>CP3 Renewable energy targets</p> <p>The policy suggests awareness raising events and these will be very useful in making sure that people know about and understand the opportunities</p>	
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	<p>available. This is positive opportunities for communities. The Council should look in particular to support community and equality groups to implement the renewable energy policy. (all)</p> <p>CP4 District heating</p> <p>Understanding use of heat in a place allows better and more efficient use of heat in a community. District heating supports mixed uses and people using things at different times of the day which is good for sustaining local facilities. District heating also has an economical benefit and could provide a range of new job opportunities for a mixture of skills and abilities. (all)</p> <p>District heating will be important for future generations in saving money and saving resources. (all)</p> <p>CP7 Green Infrastructure</p> <p>This policy improves opportunities for improved health and well being through a protected and improved network of green infrastructure (green places and space). This is positive for exercise, relaxation and general well being. (all)</p> <p>CP9 Affordable Housing</p> <p>Developing affordable housing that has a commitment to remain affordable forever is positive for future generations. (all)</p> <p>CP12 Centres and retailing</p> <p>This policy supports local retail centres and therefore local communities that rely on local shops and the local economy with positive impacts for all. (all)</p> <p>CP13 Infrastructure provision</p>	<p>CP7</p> <p>Potential adverse impact if the Green Infrastructure Strategy does not consider equalities groups and their accessibility requirements. Addressing this has been included in the action plan of this assessment (age, disability, socio-economic).</p> <p>CP13</p> <p>Remove 'existing' to avoid</p>
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	Ensuring that infrastructure is in place at the right time is positive for all strands to ensure all members of the community have the opportunity to use the development. (all)	potential adverse impact on new or changed communities that may evolve. Recommend in action plan that this is amended through the document to remove 'existing'
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4. Bath and North East Somerset Council & NHS B&NES Equality Impact Assessment Improvement Plan

Please list actions that you plan to take as a result of this assessment. These actions should be based upon the analysis of data, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, realistic and time framed.

Issues identified	Actions required	Progress milestones	Officer responsible	By when
Need to include more detail about the people living in the District in the spatial portrait drawing on the Population of Banes work.	To be considered in final editing of draft Core Strategy.	Check included in consultation draft.	Planning Policy Team	To include in consultation draft (Nov 2010).
Opportunity for further positive impact in KE2: Recommend inclusion of 'accessible' as important to new retail units.	To be considered in final editing of draft Core Strategy.	Check included in consultation draft	Planning Policy Team	To include in consultation draft (Nov 2010).
Ensure the consultation on the draft Core Strategy is accompanied by appropriate guidance and that additional support is available for equalities groups.	Ensure is included in the plan for the formal consultation.	Preparation of appropriate guidance in time for the consultation.	Planning Policy Team	In time for consultation (Nov 2010).

Green Infrastructure Strategy - Need to include equalities groups as part of the process of developing the Green Infrastructure Strategy to ensure opportunities to access green infrastructure are maximised.	Raise with Environment team.	Inclusion of engagement with equalities group in schedule for Green Infrastructure Strategy development.	Planning Policy Team	Immediate
Equalities mapping work has no information on sexual orientation strand. Have found this a difficult equality strand to assess in light of the high level nature of the document.	Discuss with colleagues in the Council and Equalities team and consult Corporate Intelligence team.	In production of future LDF documents and at Core Strategy review.	Planning Policy Team	Future LDF documents
Be mindful of using 'existing communities' in Infrastructure Policy to avoid potential for adverse impact on any new or changed communities.	In editing of final document, remove reference to 'existing' communities in infrastructure Core Policy.	Check included in consultation draft	Planning Policy Team	Immediate
Core Policy 12: London Road is identified in equalities mapping as an area of deprivation. Recommend that Core Strategy text includes this reference to equality mapping work	Include in text	Check included in consultation draft	Planning Policy team	Immediate
Potential for the principle of community support in development in the strategy for the rural areas to lead to exclusion of some groups.	Monitoring of the implementation of the strategy to ensure checks and balances are in place to ensure system does not lead to adverse impacts.	Review as strategy is implemented and as Place Making DPD is developed.	Planning Policy team with support from Policy and Partnerships	As Core Strategy is reviewed and as Place Making DPD is

				developed.
Monitoring of equalities issues in future reviews of the Core Strategy.	Equalities Impact Assessment to be completed as a part of the review process of the Core Strategy to consider emerging opportunities to improve positive impacts and to reconsider the data and make changes where policies have resulted in any adverse impacts upon equality strands.	To be completed at review of Core Strategy.	Planning Policy team	5 years from adoption of Core Strategy
Ensure up to date background data is taken on board in future reviews of the Core Strategy	Ongoing engagement with colleagues in Policy and Partnerships and Equalities.	In production of future LDF documents and at Core Strategy review.	Planning Policy team	In production of future LDF documents and at Core Strategy review.
Will need to consider additional strands under the Equality Act October 2010.	To be considered in future policy development	In production of future LDF documents and at Core Strategy review.	Planning Policy team	In production of future LDF documents and at Core Strategy review.

5. Sign off and publishing

Once you have completed this form, it needs to be 'approved' by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equalities Team (equality@bathnes.gov.uk), who will publish it on the Council's and/or NHS B&NES' website. Keep a copy for your own records.

Signed off by: Simon Sentance (nominated officer for David Trigwell)
Date: 24.11.10