

## Equality Impact Assessment / Equality Analysis

<b>Title of service or policy</b>	Core Strategy – Significant Proposed Changes
<b>Name of directorate and service</b>	Planning Policy
<b>Name and role of officers completing the EIA</b>	Liz Tu, Planning Policy Officer Neil Best, Planning Policy Officer
<b>Date of assessment</b>	September 2011

Equality Impact Assessment (or ‘Equality Analysis’) 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 carrying out an Equality Impact Assessment (EIA) or Equality Analysis on a policy, service or function. It is intended that this is used as a working document throughout the 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.

<b>1. Identify the aims of the policy or service and how it is implemented.</b>		
	<b>Key questions</b>	<b>Answers / Notes</b>
<b>1.1</b>	<p>Briefly describe purpose of the service/policy including</p> <ul style="list-style-type: none"> <li>● How the service/policy is delivered and by whom</li> <li>● If responsibility for its implementation is shared with other departments or organisations</li> <li>● Intended outcomes</li> </ul>	<p>Review of Council’s planning policy under the Local Development Framework planning system and introduction of new planning policies.</p> <p>Under this 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.</p> <p>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.</p> <p>Intended outcomes will be monitored in line with the criteria included in the monitoring chapter.</p>
<b>1.2</b>	<p>Provide brief details of the scope of the policy or service being reviewed, for example:</p> <ul style="list-style-type: none"> <li>● Is it a new service/policy or</li> </ul>	<p>This assessment is of the ‘Schedule of Significant Changes’ to the Draft Core Strategy. These changes to the Draft Core Strategy submitted for examination on the 3<sup>rd</sup> May result from further evidence and after</p>

	<p>review of an existing one?</p> <ul style="list-style-type: none"> <li>• Is it a national requirement?).</li> <li>• How much room for review is there?</li> </ul>	consideration of the inspector's initial comments.
<b>1.3</b>	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
<b>2. Consideration of available data, research and information</b>		
<p>Monitoring data and other information should be used to help you analyse whether you are delivering a fair and equal service. Please consider the availability of the following as potential sources:</p> <ul style="list-style-type: none"> <li>• <b>Demographic</b> data and other statistics, including census findings</li> <li>• Recent <b>research</b> findings (local and national)</li> <li>• Results from <b>consultation or engagement</b> you have undertaken</li> <li>• Service user <b>monitoring data</b> (including ethnicity, gender, disability, religion/belief, sexual orientation and age)</li> <li>• Information from <b>relevant groups</b> or agencies, for example trade unions and voluntary/community organisations</li> <li>• Analysis of records of enquiries about your service, or <b>complaints</b> or <b>compliments</b> about them</li> <li>• Recommendations of <b>external inspections</b> or audit reports</li> </ul>		
	<b>Key questions</b>	<b>Data, research and information that you can refer to</b>
<b>2.1</b>	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.
<b>2.2</b>	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 service users?	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, consultation findings). Are there any gaps?	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	What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	Now have additional data as referred at 2.4. There is a gap in terms of data relating to the sexual orientation and transgender strands.
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 consultation on these changes will be a formal consultation 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: 'Equality analysis'

	Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate you have analysed how the service or policy: <ul style="list-style-type: none"> <li>• Meets any particular needs of equalities groups or helps promote equality in some way.</li> <li>• Could have a negative or adverse impact for any of the equalities groups</li> </ul>		
		<b>Examples of what the service has done to promote equality</b>	<b>Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this</b>
		<p><b>General point</b></p> <p>Many of the positive impacts apply across several or all equality 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 3.10.</p>	<p>There is potential for adverse impacts if the Core Strategy is not adopted through non delivery of the many positive impacts identified in this and previous equality impact assessments. Examples include:</p> <ul style="list-style-type: none"> <li>-provision of less affordable homes with impacts for those on lower incomes</li> <li>-no policies promoting a mixed economy may lead to less diversity of employment opportunities with impacts on the age, disability and socio economic strands.</li> </ul>
<b>3.1</b>	<b>Gender</b> – identify the impact/potential impact of the policy on women and men. (Are there any issues regarding pregnancy and maternity?)	See 3.10, positive impacts that affect ‘all’.	<p>PC19: should consider accessibility of ‘enhanced facilities for interpretation’ of WHS to ensure is fully accessible to all. (disability, age, gender). Action added.</p> <p>.</p> <p>FPC1 – further information provided on parking strategy positive however should be sure to consider provision of disabled parking and parent and child parking (gender, disability, age). An action has been added to raise this with transport team</p>
<b>3.2</b>	<b>Transgender</b> – – identify the impact/potential impact of the policy on transgender people	See 3.10, positive impacts that affect ‘all’.	No adverse impacts identified.

<p><b>3.3</b></p>	<p><b>Disability</b> - identify the impact/potential impact of the policy on disabled people (ensure consideration of a range of impairments including both physical and mental impairments)</p>	<p>PC19 new bullet (c): location of enhanced facilities for interpretation of the WHS in the Central Area, positive impact as present the optimum opportunity to reach by public transport network. (disability, socio-economic, age).</p> <p>PC26 as amended – addition of wording ‘economic development led’ places emphasis on economic development with potential positive impact for securing a range of opportunities to find employment (socio-economic, age, disability).</p> <p>PC34 as amended – increase to 2,800 homes in suburban Bath positive for providing more housing including affordable housing (socio-economic, age, disability).</p> <p>FPC1 – Relative reduction in the amount of central car parking positive for less congestion allowing freer movement of traffic with benefits for those reliant on public transport and for disabled drivers. (age, socio-economic, disability).</p>	<p>PC19: should consider accessibility of ‘enhanced facilities for interpretation’ of WHS to ensure is fully accessible to all. (disability, age, gender). Action added.</p> <p>FPC1 – further information provided on parking strategy positive however should be sure to consider provision of disabled parking and parent and child parking (gender, disability, age). An action has been added to raise this with transport team.</p>
<p><b>3.4</b></p>	<p><b>Age</b> – identify the impact/potential impact of the policy on different age groups</p>	<p>PC19 new bullet (c) location of enhanced facilities for interpretation of the WHS in the Central Area, positive impact as present the optimum opportunity to reach by public transport network. (disability, socio-economic, age). Positive impact for young in particular in terms of educational potential.</p> <p>PC26 as amended – addition of wording ‘economic development led’ places emphasis on economic development with potential positive impact for securing a range of opportunities to find employment</p>	<p>PC19: should consider accessibility of ‘enhanced facilities for interpretation’ of WHS to ensure is fully accessible to all. (disability, age, gender). Action added.</p>

		<p>(socio-economic, age, disability).</p> <p>PC34 as amended – increase to 2,800 homes in suburban Bath positive for providing more housing including affordable housing (socio-economic, age, disability).</p> <p>FPC1 – Relative reduction in the amount of central car parking positive for less congestion allowing freer movement of traffic with benefits for those reliant on public transport and for disabled drivers. (age, socio-economic, disability).</p>	<p>FPC1 – further information provided on parking strategy positive however should be sure to consider provision of disabled parking and parent and child parking (gender, disability, age). An action has been added to raise this with transport team</p>
3.5	<p><b>Race</b> – identify the impact/potential impact on different black and minority ethnic groups</p>	<p>FPC18 – additional wording. Positive for Gypsy, travellers and travelling show people – improving access to services for these groups.</p> <p>FPC20 – positive as demonstrates commitment to pitch numbers for these communities based on identified need.</p> <p>FPC22 - positive as adds that criteria to be used beyond 2011 this will remove uncertainty beyond 2011 and support on-going provision.</p>	<p>No adverse impacts identified.</p>
		<p><b>Examples of what the service has done to promote equality</b></p>	<p><b>Examples of potential negative or adverse impact and what steps have been or could be taken to address this</b></p>
3.6	<p><b>Sexual orientation</b> - identify the impact/potential impact of the policy on lesbians, gay, bisexual &amp; heterosexual people</p>	<p>See 3.10, positive impacts that affect 'all'.</p>	<p>No adverse impacts identified.</p>

3.7	<b>Religion/belief</b> – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion.	See 3.10, positive impacts that affect ‘all’.	No adverse impacts identified.
3.8	<b>Socio-economically disadvantaged</b> – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances	<p>PC19 new bullet (c) location of enhanced facilities for interpretation of the WHS in the Central Area, positive impact as present the optimum opportunity to reach by public transport network. (disability, socio-economic, age)</p> <p>PC26 as amended – addition of wording ‘economic development led’ places emphasis on economic development with potential positive impact for securing a range of opportunities to find employment (socio-economic, age, disability).</p> <p>PC28 additional wording to (h) will increase the number of jobs including lower skilled jobs.</p> <p>PC33 retention of industrial uses positive impact for retaining jobs within the skills base of the area.</p> <p>PC34 as amended – increase to 2,800 homes in suburban Bath positive for providing more housing including affordable housing (socio-economic, age, disability).</p> <p>FPC1 – Relative reduction in the amount of central car parking positive for less congestion allowing freer movement of traffic with benefits for those reliant on public transport and for disabled drivers. (age, socio-</p>	No adverse impacts identified.



		<p>economic, disability).</p> <p>PC51 as amended – Local Sustainable Transport funding positive as includes enhancement of cycle route between villages to the east of Bath and the city. Improved accessibility for access to employment and leisure. (socio-economic, rural)</p>	
<b>3.9</b>	<b>Rural communities</b> – identify the impact / potential impact on people living in rural communities	<p>PC51 as amended - Removal of new Park and Ride site positive for the rural setting and landscape.</p> <p>PC51 as amended – Local Sustainable Transport funding positive as includes enhancement of cycle route between villages to the east of Bath and the city. Improved accessibility for access to employment and leisure. (socio-economic, rural)</p> <p>FPC6 – potential adverse impact of removal of ‘Farmborough sustainable transport link’ however this is mitigated by its inclusion in the Infrastructure Delivery Programme.</p>	<p>PC51 as amended - Removal of new Park and Ride site negative impact for sustainable transport options and access for rural communities to the city.</p>
<b>3.10</b>	<b>ALL</b>	<p>The following impacts have been identified that have a positive impact on all groups and the community as a whole.</p> <p>PC20 Positive impact for all of increased connectivity to and from areas of housing, employment and neighbourhood centres.</p> <p>PC43 and PC84 – positive impact for all as reduces carbon emissions with benefits for health and wellbeing, and where heritage assets are made more energy efficient there will be cost savings.</p>	<p>Reduction in Government funding for the transport package may lead to less positive impact than was proposed in the initial bid i.e. loss of a park and ride site and the segregated park and ride bus route.</p>

		<p>PC49 – provision ‘on and off campus’ positive impact provides wider opportunity for student accommodation.</p> <p>PC51 as amended - electrification of railway positive impact on all strands through increased and improved access to local rail services.</p> <p>FPC2 improved air quality positive for all.</p> <p>PC82 as amended, FPC7, PC83 - further emphasis on viability and therefore there is a more realistic prospect for implementation for the benefit of all.</p> <p>FPC11 and FPC16 - positive benefit for all of identification of potential public safety and land stability issues. New policy positive for all for safeguarding mineral resource for future generations.</p> <p>PC91 as amended - additional wording adds to the viability of the policy and therefore there is a more realistic prospect for implementation for the benefit of all.</p>	
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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 and engagement, 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
Should consider accessibility of 'enhanced facilities for interpretation' of World Heritage Site to ensure is fully accessible to all.	Raise with World Heritage Manager and Tourism, Leisure and Culture department.	Inclusion in project brief for any development of 'enhanced facilities for the interpretation of the WHS'.	Planning Policy Team	Immediate
Newbridge and Twerton Placemaking Principles. Will be particularly important for disabled users that the walking and cycling route being 'narrow in places' is addressed.	Ensure is addressed through the Placemaking Plan.	Inclusion in the Placemaking Plan.	Planning Policy Team	In development of Place Making Plan.
FPC1 – Parking Strategy should consider provision of disabled parking and parent and child parking.	Raise with transport team	Consideration within the Parking Strategy.	Planning Policy Team	Immediate

## 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](mailto: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 De Beer

**Date:** 08/09/11

(Divisional Director or nominated senior officer)