

Everyone different,
everyone matters



Equality & Community Cohesion Impact Assessment (EIA)

<p>Directorate: Regeneration & Strategy</p> <p>Service Area: Planning</p>	<p>Lead Officer: Richard Seaman</p> <p>Date completed: May 2018</p>
<p>Service / Policy / Function or Procedure to be assessed:</p> <p>Submission Draft Calderdale Local Plan</p>	
<p>Is this: New / Proposed <input type="checkbox"/></p> <p>Existing/Review <input type="checkbox"/></p> <p>Changing <input type="checkbox"/></p> <p>(Please tick appropriate box)</p>	<p>Review date: May 2021</p>

Part A - Initial Assessment to determine if a full Impact Assessment is required

What are the aims and objectives/purpose of this service, policy, function or procedure?

- The creation of a “vision” for the future development of Calderdale, taking account of community views, needs and aspirations and balancing these with national, and local policy in order to deliver sustainable development.
- The overall spatial distribution of new development over the next 20 years ensuring that development is appropriately located, accessible and provides the right range of facilities and amenities for the whole population.
- The allocation of sites for residential and employment development in order to meet the objectively assessed need.
- The creation of written policies to inform the determination of planning applications.

Please indicate its relevance to equality by selecting yes or no

	Yes	No
The creation of a “vision” for the future development of Calderdale	X	
The overall spatial distribution of new development	X	
The allocation of sites	X	
The creation of written policies	X	

Please indicate its relevance to equality by selecting yes or no

	Yes	No
Eliminating unlawful discrimination, victimisation and harassment	X	
Advancing equality of opportunity	X	
Fostering good community relations	X	

If not relevant and this is agreed by your Head of Service, the Impact Assessment is now complete - please send a copy to your Directorate Equality Champion & to the Cohesion and Equality Team. **If relevant**, a full Impact Assessment needs to be undertaken (PART B below).

PART B: Full Impact Assessment

Step 1 – Identifying outcomes and delivery mechanisms (in relation to what you are assessing)

What outcomes are sought and for whom?	The Plan is fundamental to all three of the Council's priorities to 'Grow the Economy', 'Reduce Inequalities' and 'Build a Sustainable Future'. The outcomes will benefit all residents, businesses and visitors to Calderdale
Are there any associated policies, functions, services or procedures?	The Local Plan itself will have policies itemising development criteria, locations and standards of delivery. It will also have a "spatial" strategy which sets out the context for and distribution of new development to meet the needs of Calderdale. This will include addressing equality and diversity issues within the built environment. There are direct and indirect links with the health agenda, and with disability groups, older people, young people and the BME community.
How will this service be delivered? (e.g. direct service delivery, commissioned/outsourced etc)	The preparation of the Local Plan – Core Strategy is generally undertaken in house – but aspects of the "evidence base" are prepared externally by specialist consultants. Applications assessed in the light of the Local Plan will be determined by Calderdale Council
If partners (including external partners) are involved in delivering the service, who are they?	The service is essentially delivered by the Council.

Step 2 – What does the information you have collected, or that you have available, tell you?

What evidence/data already exists about the service and its users? (in terms of its impact on the 'equality strands', i.e. race, disability, gender, gender identity, age, religion or belief, sexual orientation, maternity/pregnancy, marriage/civil partnership and other socially excluded communities or groups) and **what does the data tell you?** e.g. are there any significant gaps?

The Local Plan affects all residents of Calderdale, businesses and residents. The evidence base has gathered information relating to the need for different types of homes. Including affordable homes and homes that are suitable for older people and people with disabilities. The evidence base also includes information about the need to create new employment opportunities. The Infrastructure Delivery Plan considers the requirement to provide facilities to meet the needs of all members of the community, and covers matters such as medical services, community centres, libraries and schools.

Has there been any consultation with, or input from, service users, staff or other stakeholders? If so, with whom, how were they consulted and what did they say? If you haven't consulted yet and are intending to do so, please list which specific groups or communities you are going to consult with and when.

There have been several rounds of formal and informal consultation and these are described in the Consultation Statement accompanying the Submission Draft Local Plan. The Consultation Statement also describes how the results of this consultation have shaped the development of the Plan.

<https://www.calderdale.gov.uk/v2/sites/default/files/LP-consultation-statement-2018.pdf>

Are there any complaints, compliments, satisfaction surveys or customer feedback that could help inform this assessment? If yes, what do these tell you?

No

Step 3 – Identifying the impact

a. Is there any impact on individuals or groups in the community?

(think about race, disability, gender, gender identity, age, religion or belief, sexual orientation, maternity/pregnancy, marriage/civil partnership and other socially excluded communities or groups)

Barriers:

What are the potential or known barriers/impacts for the different 'equality strands' set out below? Consider:

- **Where** you provide your service, e.g. the facilities/premises;
- **Who** provides it, e.g. are staff trained and representative of the local population/users?
- **How** it is provided, e.g. do people come to you or do you go to them? Do any rules or requirements prevent certain people accessing the service?
- **When** it is provided, e.g. opening hours?
- **What** is provided, e.g. does the service meet everyone's needs? How do you know?

* Some barriers are justified, e.g. for health or safety reasons, or might actually be designed to promote equality, e.g. single sex swimming/exercise sessions, or cannot be removed without excessive cost. If you believe any of the barriers identified to be justified then please indicate which they are and why.

Solutions:

What can be done to minimise or remove these barriers to make sure everyone has equal access to the service or to reduce adverse impact? Consider:

- Other arrangements that can be made to ensure people's diverse needs are met;
- How your actions might help to promote good relations between communities;
- How you might prevent any unintentional future discrimination.

	Barriers/Impacts identified	Solutions (ways in which you could mitigate the impact)
Age (including children, young people and older people)	The Statement of Community Involvement addresses barriers to engagement and consultation, and already sets in motion ways of addressing these barriers. As indicated in the	The Submission Draft Local Plan includes policies to ensure that development benefits all members of the community. These include: <ul style="list-style-type: none"> • Recognizing the need to provide housing that
Disability (including carers)		

Gender (men and women)	<p>Consultation Statement, consultations have been undertaken in accordance with the Statement of Community Involvement.</p> <p>The soundness of the Submission Draft Local Plan will be considered at a formal Examination by a Planning Inspector. It is important that participation in this process is not affected by any of the equality characteristics identified in this table.</p>	<p>is suitable for an aging population;</p> <ul style="list-style-type: none"> • Requiring housing to be built to a standard that enables it to be modified to meet the needs of people with disabilities; • Requiring a proportion of new housing to be affordable • Identifying a site to meet the needs for gypsies and travelers; • Prioritizing the needs of pedestrians and public transport users; • Requiring community infrastructure to be provided in a timely manner to meet the needs of communities; • Ensuring that the public realm is designed in an inclusive manner; • Ensuring the provision of public conveniences and baby changing facilities in publically accessible development • Ensuring that development addresses health inequalities. <p>In terms of the Local Plan Examination:</p> <ul style="list-style-type: none"> • An appropriate venue needs to be identified • Facilities for sign language translation need to be available if required • Documents need to be provided in accessible formats
Race (including Gypsies & Travellers and Asylum Seekers)		
Religion or belief (including people of no religion or belief)		
Gender Re-assignment (those that are going through transition: male to female or female to male)		
Pregnancy and Maternity		
Sexual orientation (including gay, lesbian, bisexual and heterosexual)		

b. Is there/will there be any impact on staff?

The impact on staff is the same as that on the general population.

(think about the diversity of the workforce delivering the service and relevant training and development needs)

Employee Characteristic	Barriers/Impacts identified	Solutions (ways in which you could mitigate the impact)
Age	No staffing impact identified at this time	
Disability		
Gender		
Gender reassignment		
Pregnancy & maternity		
Marriage and Civil Partnership		
Race		
Religion or belief		
Sexual Orientation		

Step 4 – Changes or mitigating actions proposed or adopted

Having undertaken the assessment are there any changes necessary to the existing service, policy, function or procedure? What changes or mitigating actions are proposed?

The preparation of the Submission Draft Local Plan has been an iterative process and has been shaped by several rounds of community involvement. Officers are confident that the Plan is an inclusive document that will enhance equalities across Calderdale.

Step 5 – Monitoring

How are you going to monitor the existing service, policy, function or procedure?

The delivery of development will be monitored on an ongoing basis, and the Plan reviewed on a five-yearly basis.

Part C - Action Plan

Barrier/s or improvement/s identified	Action Required	Lead Officer	Timescale
Attendance at and the opportunity and ability to participate in the Examination	<ul style="list-style-type: none"> • An appropriate venue needs to be identified • Facilities for sign language translation need to be available if required • Documents need to be provided in accessible formats • Target harder to reach communities 	Phil Ratcliffe	Prior to and during the Examination

EIA approved by:

Relevant Head of Service:	Date:
<i>Richard Seaman</i>	10/5/18

Please send an electronic copy of the EIA to the Cohesion and Equality Team and unless the EIA contains sensitive or confidential information ensure the document is uploaded to the EIA Register on the Intranet by clicking onto <http://connect/support-services/edc/eias/Lists/EIA%20Register/NewForm.aspx?RootFolder=>

A brief summary of the EIA will be placed on the Council's website.

Shameem.Suleman@calderdale.gov.uk, Cohesion and Equality Team