

Equality Impact Assessment (EIA)

The City of Derby Local Plan Review

April 2008

Equality Impact Assessment for the City of Derby Local Plan Review

Contents

			Page
1.0		Introduction	3
2.0		Methodology	3
3.0		Findings from the Assessment	3
	3.1	Consultation	3
	3.2	City of Derby Local Plan Review (CDLPR) policies	3
4.0		Conclusion	5
5.0		Actions to be undertaken through the preparation of the Core Strategy and Site Allocation Development Plan Documents	5
Appendices			
1		Part One of Assessment: The City of Derby Local Plan Review Consultation	6
2		Part 2 of Assessment: the City of Derby Local Plan Review Policies	19

1.0 Introduction

This is a retrospective Equality Impact Assessment of the City of Derby Local Plan (CDLPR) which was adopted in 2006. It will be treated as an equality audit of the Local Plan Review's preparation and planning policies and will form the basis of preparing separate Equality Impact Assessments for the Core Strategy and the Site Allocation Development Plan Documents.

2.0 Methodology

The assessment of the Local Plan Review has been carried out in two parts. The assessment of the Local Plan Review's preparation and consultation utilises the City Council's assessment forms. The assessment of the Local Plan Review Policies is slightly different as these are more complex. The assessment is based upon the 6 equality strands in accordance with the 2005 Derby City guidelines and also Equality Impact Assessments carried out by other local planning authorities on planning documents. We have tried to make the assessment more meaningful to planning policy.

3.0 Findings from the Assessment

3.1 Consultation

We have taken account of racial groups in providing some information in different languages and there is no record of any complaint or feedback regarding this service. There will be a need to engage further with representatives of racial groups during the Core Strategy consultations to find out whether there are any negative or positive impacts that need to be addressed by the consultation methods.

Through the preparation of the Core Strategy, we will look for opportunities to take into account the views of the Gender and Minorities Diversity Forum, the Disability Advisory Committee and the Older Peoples and Younger Peoples forums on the methods of consultation. There may be a need to investigate whether future signposting translations should be in Eastern European languages.

3.2 City of Derby Local Plan Review (CDLPR) policies

The following is a summary of the findings from the assessment of the policies. The detailed tables are contained in Appendix 2.

Strategy

The Social Inclusion policy in the CDLPR can be positively applied to all the equality groups. Through the Core Strategy consultation we could explore where there is scope for the Core Strategy policies to be more specific to racial, religious and sexual equality groups.

Regeneration

There is a potential positive benefit for racial groups from the regeneration priorities. Policies R5 Baseball Ground and R8 Normanton Road promote regeneration projects that should benefit the local communities in these parts of the city where there are significant concentrations of minority ethnic groups.

Housing

Younger people are being catered for by the required provision of a primary school in Policy H9 Rykneld Road. The Lifetime Homes policy should provide benefits for disability groups, gender and age equality groups.

Policy H15 Sites for Gypsies and Travellers has a positive impact on a racial equality group because it seeks to accommodate the specific needs of the Gypsies and Travellers community.

Employment

All the employment policies appeared to be neutral but we need to monitor the loss of employment land in inner urban areas to housing and to ensure that it's not significantly reducing employment opportunities for people in these areas.

Shopping

The shopping hierarchy policies and District and Neighbourhood Centre policies will positively benefit the disability, gender and age equality groups. The policies seek to sustain local shopping facilities close to residential areas. However, there have been occasions in the past when the District and Neighbourhood Centres policy has had a negative effect on members of the local Asian community where applications for hot-food takeaways have been refused.

Environment

The majority of the Environment policies are neutral. Policy E10 should have a beneficial impact for older people in terms of tackling fuel poverty as the policy requires that new buildings incorporate measures that conserve heat and reduce the overall use of heating energy.

Leisure and Community Services

Policies L1 and L3 seek to ensure that there is open space within easy walking distance from residential areas. This should particularly benefit the disability, gender and age equality groups in terms of assisting people with mobility difficulties and people with young families.

Policy L11 New Community Facilities is supportive of the establishment of facilities for community groups. Policy L12 which aims to protect community facilities can have implications for religious groups in cases where there are applications which involve the loss of community facilities such as churches or community centres.

Learning and Health

All Learning and Health policies have neutral effect on the equality groups.

Transport

The transport policies T6 and T10 specifically seeks to aid pedestrians and in particular people with mobility difficulties, including disabled people, parents with children and older people.

4.0 Conclusion

Local Plan policies by their nature are designed to address issues of land-use. Where the local plan review policies touch upon social issues and can have implications on the form and design of the physical environment, those policies on the whole can have positive impact on racial, disability, gender and age equality groups. Only 2 policies have a potential impact upon religious groups. The assessment has highlighted a difficulty to tell how the local plan policies can address sexuality issues. This is an issue that can be investigated through the Core Strategy consultations.

5.0 Actions to be undertaken through the preparation of the Core Strategy and the Site Allocation Development Plan Documents

Objective	Planned Action	Target
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To further improve consultation methods with racial groups	To engage with representatives of racial groups	To receive representations from racial groups in Core Strategy consultations
To ensure that signposting translations are in sufficient languages to serve the city communities	To engage with representatives of racial group and Council's Communications and Consultations Unit	To include Eastern European language in signposting translation
To investigate how the Core Strategy policies can address sexuality issues	Hold meeting with Gender Diversity Forum	Target to be defined after consultation
To investigate how Core Strategy policies can address religious issues	Hold meeting with Forum of Faiths and other appropriate bodies	Target to be defined after consultation

Appendix 1: Part One of Assessment: The City of Derby Local Plan Review Consultation

Equality impact, needs and requirements assessment form

Please use this form to record your findings, proposed actions, equality objectives and targets. Use the guidance notes to help you do the assessment or contact the Equality Standard Project Manager if you need some advice

About the policy, practice, service or function you are assessing

Name of policy, practice, service or function: Preparation of Local Plan Review

Assessment team leader name:

Date of assessment: November 2007

Department responsible: Regeneration and Community

Service Area: Plans and Policies

Other members of assessment team:

Name	Position	Area of expertise	Comments
Andrew Waterhouse	Team Leader Plans and Policies		
Kathryn Armstrong-Prior	Senior Planning Officer		

Question	Response/ findings
<p>What are the main aims and objectives or purpose of the policy, practice, service or function that you are assessing?</p>	<p>The main aim of the City of Derby Local Plan Review is to update town planning policies for the city. The Local Plan policies guide the Council's decisions on planning applications.</p>
<p>Who implements, carries out or delivers the policy, practice, service or function? Please state where this is more than one person, team, department, or body – and include any outside organisations who deliver under procurement arrangements</p>	<p>Plans and Policies team Implementation team Development Control and Land Searches team Environmental Sustainability Built Environment Natural Environment</p>
Question	Response/ findings

<p>Who is affected by the policy, practice, service or function, or by how it is delivered? Such as, who are the external and internal customers, groups, or communities?</p>	<p>Landowners, developers, planning applicants, major employers, local businesses, community groups, local interest groups, wider general public.</p>
<p>What outcomes do we want to achieve, why and for whom? For example, what do you want to be providing, how well, what changes or improvements, and what should the benefits be for customers, groups or communities?</p>	<p>To achieve a robust, clear and concise set of local plan policies. These should be clear enough for accurate interpretation by development control officers and understood by Councillors. The policies should also be clear to applicants and potential objectors.</p> <p>To ensure that the local plan policies have been developed with full consideration of the needs and concerns of local communities in Derby.</p> <p>To achieve local plan policies that apply national and regional policy objectives to the local characteristics of Derby.</p>
<p>Question</p>	<p>Response/ findings</p>

<p>What existing or previous inspections of the policy, practice, service or function are there? For example, Best Value Inspections, policy reviews, research into the effects of a policy or practice.</p> <p>What did they tell you?</p>	<p>We held a Local Plan Service Delivery seminar in September 2001. It involved stakeholders who frequently engage in the local plan process, including developers and interest groups.</p> <p>They told us:</p> <p>The local plan should have a one page summary of all key issues and major changes</p> <p>A Proposals Map with two plans back to back on one sheet is not easy to use.</p> <p>There should be regular updates by email/ newsletter to keep people up to date with the plan's progress</p> <p>Customer feedback questionnaires were provided with the First Deposit of the Local Plan Review public consultation:</p> <p>Of those who responded;</p> <p>83% agreed that we had provided enough information</p> <p>84% felt that the plan was presented clearly</p> <p>89% said that it had been easy to contact us</p>
<p>Identifying potential equality issues and factors</p>	
<p>Question</p>	<p>Response/ findings</p>

<p>What do you already know about the equality impact or need? For example, from research, feedback, consultation or any performance monitoring</p>	<p>The Local Plan Review was subject to a number of formal stages of preparation that were subject to public consultation. These were the Issues and Options stage; the First Deposit Plan and the Revised Deposit Plan stages.</p> <p>At the Issues Stage in November 1999, a summary of the Issues Papers was produced in 3 South Asian languages and in Chinese. It was found that very few of the translated summaries were taken up and given the costs involved in having the translations done, it was decided afterwards that it would be more cost effective in future events to provide such translations on request.</p> <p>In order to make the information accessible to disabled people, it was made available in large print, on audio tape and on disc. A Minicom phone number was also made available. There was also an intention to provide a summary in Braille but the Council's Braille machine was out of order at the time. There were no specific requests for these formats and afterwards it was decided that it would be more cost effective to provide such services on request.</p> <p>No specific provisions were made for the age, gender, sexuality and religious equality groups at the Issues Consultation in 1999.</p> <p>At the First and Revised Deposit Consultations in 2001 and 2002 respectively, translation services were offered on request. Large print summaries were provided. A Minicom line and also phone numbers to a designated officer who</p>
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could deal with enquires from speakers of Hindi, Urdu and Punjabi were made available. Documents were placed in drop-in locations in libraries, post offices and in the Chinese, Indian, Pakistani and West Indian Community Centres.

Managing resources effectively in consultation has been a key driver of the approach to the Statement of Community Involvement which forms the consultation framework for the Local Development Documents. The number of deposit locations has been reduced in order to focus upon the locations which have provided reliable responses. However the removal of the minority community centres has implications for reaching minority community groups directly. There was no evidence that the consultation documents were reaching the intended audiences by being placed in the community centres. In order to take a more focussed approach to consultation, the Statement of Community Involvement states that we will consult with umbrella groups who represent the various social groups in the City. Through the preparation of the Core Strategy we will look for opportunities to take into account the views of the Gender and Minority Communities Diversity Forum, the Older Peoples and Younger Peoples Forums.

In Oct 2005 we gave a presentation on the Statement of Community Involvement to a focus group made up of Disabled People and Minority Ethnic Advisory Committee members. The group raised the following issues:

- There was a need for consultations to include summaries of the key documents which could then

	<p>be translated or provided in Braille/ or audio tape if required.</p> <ul style="list-style-type: none"> • Sometimes the venues chosen for public meetings are not accessible for disabled people • A regular newsletter would keep people up to date about new developments in their neighbourhood. <p>The Communities and Local Government Guidance for Local Authorities on Translation of Publications, released in 2007, advises against automatic translation in favour of a more selective approach where translation is targeted to particular needs. It advises that there is not a legal requirement to provide translations. Sign-posting to services is considered to be an acceptable alternative to the translation of full documents and summaries. The Local Development Documents prepared so far have used the Council's standard signposting text for the languages of Hindi, Urdu and Punjabi. However, given the recent, significant increase in Eastern European immigrants into Derby it may be suitable in future to include Eastern European languages in the signposting text.</p>
Question	Response/ findings

<p>Is there any evidence of higher or lower take up under the policy or practice, or of the service or function for any particular groups? For example, who uses the service, who doesn't and why not?</p>	<p>The evidence we have of engagement in the local plan consultation process is the number of responses received to the local plan review consultations. There is no evidence that indicates higher or lower take-up by any particular groups.</p>
<p>Have there been any important demographic changes or trends locally? For example is the population changing, and if so, how and what might that mean for the service or function?</p>	<p>Generally the city population has become much more diverse but there are no detailed census statistics on migration patterns since 2001. The implications for the local plan are unknown.</p>
<p>Question</p>	<p>Response/ findings</p>

<p>Is there an indication that any of the policies or practices involved with the service or function creates particular problems or difficulties for any groups of customers or communities?</p>	<p>There is no evidence of specific policy issues or problems.</p>
<p>What information or data exists? For example, statistics, customer feedback, complaints, research, monitoring – who keeps it and can you get hold of it?</p>	<p>We have some reports on customer feedback. This is an area to be improved with regard to statistical research and monitoring.</p>
<p>Question</p>	<p>Response/ findings</p>

<p>Does any equality or diversity objectives already exist? If so, what are they and what is current performance like against them?</p>	<p>The adopted Local Plan Review contains Policy GD1, Social Inclusion. The Annual Monitoring Report monitors indicators on the construction of affordable housing and “Lifetime” homes and the number of pitches for Gypsies and Travellers in the City.</p>
<p>Is the service having a positive or negative effect on particular people in the community, or particular groups or communities?</p>	<p>There is no evidence that demonstrates any particular positive or negative effect.</p>

Collecting the information and data about how the policy, practice, service or function, impacts on communities

Please record your information and data in this table and think about:

what information or data you will need
 using both quantitative and qualitative data
 making sure that where possible there is information that allows all perspectives to be considered
 identifying any gaps in the information/ data and what it can tell you

Data or information	When and how was it collected?	Where is it from?	What does it tell you? You need to consider all six equality strands where you can	Gaps in information
Customer feedback and complaints	Customer feedback questionnaires with response forms 2001	Respondents to the Local Plan Review Consultation	The feedback questions focussed on the clarity of the document and did not include questions on equality	There is no information on the ethnic origin/ age/ sexuality/ gender/ religion/ disability status of the respondents There is no record of complaint about this.

Consultation and community involvement	Formal public consultations were held at Issues, First and Revised Deposit stages			
Performance information including Best Value	Not collected for Local Plan consultations			
Take up and usage data				
Comparative information or data where no local information				

Census, national or regional statistics	Ten yearly	Research and Strategy Officer		Census does not provide up to date record of Eastern European migrants
Access audits or assessments such as DDA assessments	None			
Workforce profile	Current	Personnel		
Where service delivered under procurement arrangements – workforce profile for deliverers	Not applicable			
Monitoring and scrutiny outcomes	Not yet collected			

Appendix 2: Part 2 of Assessment: the City of Derby Local Plan Review Policies

Introduction

An assessment has been made of the policies in each chapter. For some chapters, the policies are all neutral and therefore in the interests of reducing repetition, the assessment has been summarised. Each policy has been assessed against the six equality strands. A positive symbol (+) indicates where the policy should have a positive impact, a negative symbol (-) indicates a negative impact. The letter N indicates Neutral.

Strategy	Race	Disability	Gender	Age	Sexuality	Religion	Comments
GD1 Social Inclusion	+	+	+	+	+	+	Can the Core Strategy be more specific to racial, religious and sexual groups?
GD2 Protection of the Environment	N	N	N	N	N	N	
GD3 Flood Protection	N	N	N	N	N	N	In drawing up future flood relief strategies it will need to be tested whether they will impact on the equality groups
GD4 Design of Urban Environment	N	N	N	N	N	N	We feel that any possibility that this will promote development that's detrimental to people with access difficulties will be mitigated by other access policies in the plan.
GD5 Amenity	N	N	N	N	N	N	
GD6 Safeguarding Development Potential	N	N	N	N	N	N	

GD7 Comprehensive Development	N	N	N	N	N	N	
Strategy	Race	Disabilit y	Gender	Age	Sexuality	Religion	Comments
GD8 Infrastructure	N	N	N	N	N	N	It can be used to negotiate beneficial infrastructure for disabled groups and community groups where appropriate to the development.
GD9 Implementation	N	N	N	N	N	N	

Regeneration	Race	Disability	Gender	Age	Sexuality	Religion	Comments
R1 Regeneration Priorities	+	N	N	N	N	N	Racial groups- many of the regeneration priority areas are in part of the city where there are high concentrations of ethnic groups. Benefit can flow from the creation of employment opportunities or provision of new housing and facilities
R2 Friar Gate	N	N	N	N	N	N	
R3 Slack Lane	N	N	N	N	N	N	
R4 Manor/ Kingsway Hospitals	N	N	N	N	N	N	
R5 Baseball Ground	+						The regeneration of the Baseball Ground should benefit the ethnic communities in the local neighbourhood.
R6 Darley Abbey Mills	N	N	N	N	N	N	
Markeaton Brook Mixed Use area	N	N	N	N	N	N	
R8 Normanton Road	+	N	N	N	N	N	Improving an area in part of the city with a high concentration of ethnic groups

City Centre	Race	Disability	Gender	Age	Sexuality	Religion	Comments
All City Centre Policies	N	N	N	N	N	N	N

Housing	Race	Disability	Gender	Age	Sexuality	Religion	Comments
H1 City Centre and Mixed Use Regeneration Sites							This policy focuses on numbers of dwellings. See site specific policies
H2 Sites within Urban Area	N	N	N	N	N	N	
H3 Re-development Sites	N	N	N	N	N	N	
H4 University campus, Mickleover	N	N	N	N	N	N	
H5 West Chellaston	N	N	N	N	N	N	
H6 Highfield, Broadway	N	N	N	N	N	N	
H7 Heatherton, Littleover	N	N	N	N	N	N	
H8 Station Road	N	N	N	N	N	N	
Housing	Race	Disability	Gender	Age	Sexuality	Religion	Comments

H9 Rykneld Road	N	N	N	+	N	N	The development will make provision for a new primary school
H10 West Chellaston	N	N	N	N	N	N	
H11 Affordable Housing	N	N	N	N	N	N	
H12 Lifetime homes	N	+	+	+	N	N	Lifetime homes are dwellings which are designed with built in flexibility to make it easier to suit peoples' changing life circumstances from families with young children through to frail older people and those with temporary or permanent disabilities.
H13 Residential Development	N	N	N	N	N	N	The Local Plan Review did not address specific needs of extended families. However the issue of housing type and the number of rooms is one that the Core Strategy can address where there has been an identified need for larger houses. The Housing Needs Survey will highlight such demand.
H14 Re-use of under used buildings	N	N	N	N	N	N	
H15 Sites for Gypsies and Travellers	+	N	N	N	N	N	The policy has a positive impact on a racial equality group because it seeks to accommodate the specific needs of the Gypsies and Travellers community.

H16 Housing Extensions	N	N	N	N	N	N	The policy could potentially have a negative effect on extended families because the design standards could restrict the opportunities to extend their properties.
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Employment	Race	Disability	Gender	Age	Sexuality	Religion	Comments
All Employment policies	N	N	N	N	N	N	We will need to monitor the loss of employment land in inner urban areas to housing and to ensure that it's not significantly reducing employment opportunities for people in these areas.

Retail	Race	Disability	Gender	Age	Sexuality	Religion	Comments
S1 Shopping Hierarchy	N	+	+	+	N	N	The policy seeks to sustain local shopping facilities close to residential areas. This should particularly benefit disabled people, older people and families with young children.
S2 Retail Location Criteria	N	N	N	N	N	N	

S3 District and Neighbourhood Centres	-	+	+	+	N	N	The restrictions on hot-food takeaways in district centres have in the past created tensions within the ethnic communities where applications for hot-food takeaways have been refused on grounds of amenity. The benefits of the policy are from the concentration of local shopping facilities in the defined centres for disabled people, older people and families with young children.
Policies S3 to S12	N	N	N	N	N	N	

Environment	Race	Disability	Gender	Age	Sexuality	Religion	Comments
E10 Renewable Energy	N	N	N	+	N	N	The policy requires that new buildings incorporate measures that reduce the net use of energy. This should be beneficial in terms of tackling fuel poverty.
Rest of Environment policies	N	N	N	N	N	N	

Leisure and Community Services	Race	Disability	Gender	Age	Sexuality	Religion	Comments

L1 Protection of Parks and Public Open Space	N	+	+	+	N	N	The policy seeks to ensure that there is open space within walking distance from residential areas.
L3 Public Open Space Requirements in New Development	N	N	+	+	N	N	Ensures that smaller parks or play facilities for young children are incorporated into new housing developments
L11 New Community Facilities	+	N	N	+	N	+	The policy grants permission for new, extended or multiple use of community facilities including places of worship where it is well related to the population it is intended to serve.
L12 Protection of Community Facilities	N	N	N	N	N	+/-	The policy has implications for faith groups particularly where there are applications that involve the loss of community facilities such as churches or community centres.
Rest of Leisure and Community Facilities Policies	N	N	N	N	N	N	

Learning and Health	Race	Disability	Gender	Age	Sexuality	Religion	Comments
All policies	N	N	N	N	N	N	All policies have a neutral effect

Transport	Race	Disability	Gender	Age	Sexuality	Religion	Comments
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T6 Provision for Pedestrians	N	+	N	+	N	N	The policy seeks to provide a safe and attractive environment for disabled people.
T10 Access for Disabled People	N	+	N	+	N	N	The policy seeks to create an environment where people with mobility difficulties, including disabled people, parents with children and older people can gain access to buildings and use all services available.
Other transport policies	N	N	N	N	N	N	