

**Derby City Local Plan – Part 1**  
**Core Strategy**  
**Equalities Impact Assessment**  
**December 2015**



Derby City Council

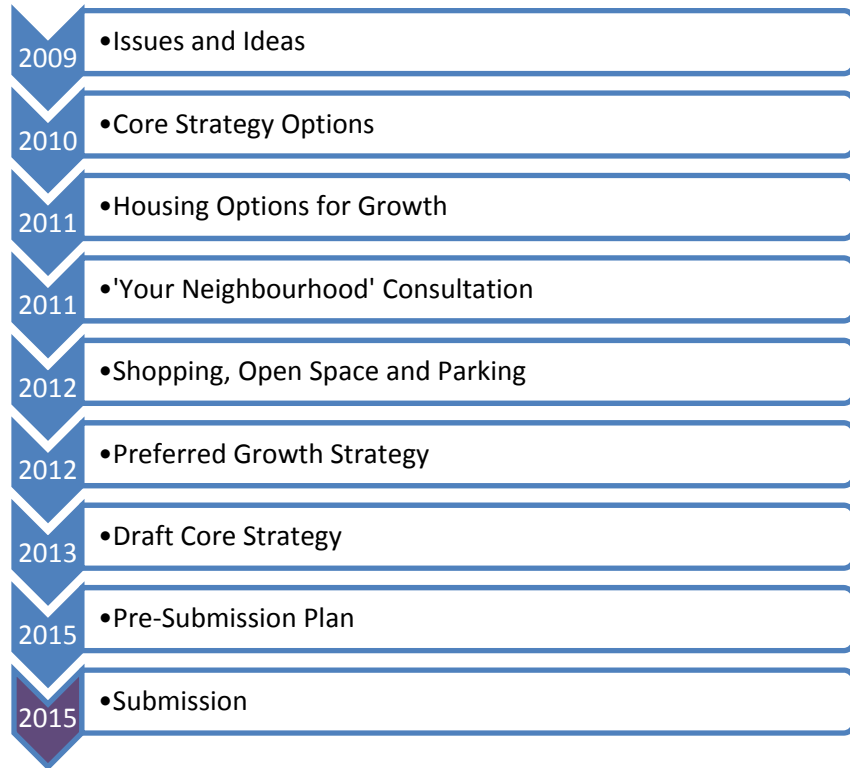


## **1. Introduction to Equalities Impact Assessment (EqIA)**

- 1.1 All local planning authorities are required to produce a set of documents collectively known as the 'Local Plan' which sets out the planning strategy and policies for an area. For Derby, the 'Core Strategy' will form the first part of a new Local Plan for the City. It will replace a number of remaining 'saved' policies of the current City of Derby Local Plan Review (2006). The Core Strategy sets out the Derby's proposed strategic policies and development proposals to deliver its vision for Derby up to 2028.
- 1.2 The Core Strategy is now considered to be ready for 'Submission' following a large number of consultation exercises stretching back to 2009 (see below). The 'Submission' version of the plan is the culmination of this consultation and reflects a significant and robust evidence base. This plan will now be subject to Examination by an independent Planning Inspector who will consider whether the strategy is legally compliant and 'sound'.
- 1.3 The Equality Act 2010 sets out the Public Sector Equality Duty (PSED) which requires public authorities to have due regard to certain equality considerations in carrying out their functions. The Act does not require an EqIA but, the presence of such an assessment is evidence that the PSED has been complied with.
- 1.2 The purpose of this 'Equality Impact Assessment' (EqIA) is to highlight the likely impact of the Core Strategy on characteristic groups and to take action, where necessary, to improve the policies.
- 1.3 The equality factors considered are:
  - Age
  - Disability
  - Gender
  - Marriage/Civil Partnership
  - Pregnancy/maternity
  - Race
  - Religion
  - Sexual equality
  - Low income

## 2. Core Strategy Preparation and Milestones

2.1 The process of the Core Strategy has been quite lengthy and has involved a number of consultation exercises (see diagram below).



2.2 Each stage has provided the community and other stakeholders to be involved in choosing the right strategy and planning policies for Derby. It has also provided an opportunity for the Council to consider the impacts and implications of delivering

this strategy on different groups of people. The results of this consultation can be found in the Council's Regulation 22 statement. This will show the types of issues raised and how the Council has sought to address them through the process.

2.3 It is a priority of the Core Strategy to promote community cohesion, support regeneration, tackle deprivation and inequalities to create a sustainable community. The process the Council has gone through to get to this stage has been intended to generate policies which will make these objectives a reality. The plan is also required to meet the City's housing and employment needs by allocating land for development. Key objectives of the plan in terms of equalities are as follows:

- To develop stronger, safer and more cohesive communities through the provision of quality housing, employment opportunities, education, health care, sport, recreation, leisure and community facilities to help ensure that everyone has equal life opportunities, feel they belong to their communities and are less likely to take part in anti-social behaviour or commit crime
- To support the development of balanced communities by ensuring that new, well designed, sustainable residential development helps to meet the City's housing needs... including affordable housing and homes to meet the needs of our diverse communities, including older people and minority ethnic communities
- To promote equality and community cohesion, healthy and active lifestyles and support improvements in community safety, particularly for children and young people.
- To make best uses of existing infrastructure... and provision of new infrastructure, taking account of changes to our population including the needs of older people, children and young people
- To strengthen the range and quality of Derby's cultural and learning opportunities and facilities by celebrating diversity, ensuring that the role of culture in the economy is better understood...

2.4 The Core Strategy has also been subject to an iterative process of sustainability appraisal (SA). SA considers the social, environmental and economic impacts of policies. The purpose behind this to promote 'sustainable development', making the plan as sustainable as possible, while still meeting the needs of the population. The SA also contains a number of objectives that are pertinent to the consideration of equality – including:

- To reduce deprivation and inequality
- To reduce crime and promote safer and more cohesive communities

- To improve health, reduce health inequalities and increase levels of physical activity
- To create and maintain a prosperous and economically vibrant City that meets the varying needs of its residents
- To maximise people's accessibility to services and facilities

2.5 While the EqIA is more broadly based than the SA, there is considerable synergy between the SA and the assessment of equality impacts. The policies assessed in this document have been through an extensive and iterative process and have been refined taking into account issues raised through consultation, the extensive evidence base underpinning the strategy and SA.

### **3. Scoping**

3.1 Initial screening of the policies to ascertain the degree of relevance to the identified equality factor and whether there is a requirement for an Impact Assessment was carried out. It was considered that a number of the proposed policies could have some impact on one or more of the defined equality factors and so an Impact Assessment was carried out.

### **4. Assessment**

3.1 Each policy was considered against each equality factor for its potential impact and was scored on a red/yellow/green system for adverse/neutral/positive impact. Where other than a neutral impact was found, comments were made detailing the particular effect. This was considered appropriate considering the high level strategic nature of the plan and the likelihood of any individual policy impacting on a specific identified group. Although a number of the policies were considered not to have an effect on equality factors they are included in the assessment table for completeness.

3.2 Table 1 provides the assessment of the policies.

### **4. Conclusions**

4.1 As can be seen, the assessment did not identify any particular concerns in terms of negative impacts on specific sectors of the community. This is not surprising as the policies have been through extensive consultation and assessment. Policies have evolved over time to address any concerns raised and appropriate mitigation added where necessary.

- 4.2 The only specific negative impact identified relates to the potential loss of a specific facility used by one particular section of the community. It was recognised at an early stage the regeneration of Castleward might result in the loss of an existing community's facilities. However, this has been appropriately addressed within the policy by ensuring that the regeneration will deliver appropriate replacement community facilities.
- 4.3 It should be remembered that the underlying objectives of the Plan and SA have been in place since early in the plan making process and thus the policies have been drafted to ensure that they are consistent with these aims. The Council is comfortable that the policy framework produced does not have any unacceptable impact on equalities.

## **5. Monitoring and Review**

- 5.1 Both the SA and Core Strategy contain suggested monitoring regimes to ensure the policies are being delivered. Of particular relevant to the impact on equalities will be:
- Index of multiple deprivation scores (or equivalent)
  - Gaps in the level of deprivation between best and worst performing areas
  - Provision of infrastructure with community benefits in conjunction with new development
  - Affordable housing secured
  - Housing secured to Part M4(2) and Part M4(3) standards
  - Net additional dwellings per year
  - Skills and qualification statistics
  - Life expectancy and long term health statistics
  - Provision of open space and sports facilities
  - Number and frequency of bus routes & patronage
  - Health of local shopping facilities
  - Net change in school places
  - Net change in employment
- 5.2 The results of this monitoring will be published annually by the Council following adoption of the Plan.





**Table 1: Assessment of Policies**

Key:

Red – Adverse Impact

Yellow – Neutral Impact

Green – Positive Impact

Policy	Relevance to:									Comment
	Age	Disability	Gender	Marriage/Civil Partnership	Pregnancy/maternity	Race	Religion	Sexual equality	Low Income	
CP1a Presumption in Favour of Sustainable Development	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Policy is part of overall strategy without particular effect on specific sectors of the community
CP1b Placemaking Principles for Cross Boundary Growth	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Policy is part of overall strategy without particular effect on specific sectors of the community
CP2 Responding to Climate Change	Green	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Green	Policy encourages an approach which seeks to tackle fuel poverty.
CP3 Placemaking Principles	Green	Green	Green	Green	Green	Green	Green	Green	Green	High quality design should contribute to improving the life of the City's residents. Policy requires proposals to provide good standards of privacy, safety and security to create a pleasant, safe and secure environment. Encourages installation of sprinkler systems to ensure safety.
CP4 Character and Context	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Policy is part of overall strategy dealing with identity of neighbourhoods without particular

										effect on specific sectors of the community
CP5 Regeneration of Communities										Regeneration of communities will have positive effect for all residents
CP6 Housing Delivery										Requirement to identify specific thresholds and targets for the delivery of affordable housing and other specialist housing to meet identified needs.
CP7 Affordable and Specialist Housing										Intention of the policy is to meet the needs for affordable and specialist housing. States that the Council is committed to meeting the specific housing needs of the aging population and people with disabilities or additional mobility requirements. This reflects evidence of an aging population.
CP8 Gypsies and Travellers										Policy protects existing lawful sites, plots and pitches for Gypsies, Travellers and Travelling Showpeople. The policy also, subject to evidence of need, seeks provision of sites to meet future accommodation needs of Gypsies, Travellers and Travelling Showpeople.
CP9 Delivering a Sustainable Economy										Policy encourages proposals which help to address barriers to employment and positively influence young people's career aspirations.
CP10 Employment										Policy is part of overall strategy

Locations											dealing with the allocation of employment land without particular effect on specific sectors of the community. Any impact is likely to be positive on low income groups in terms of potential job creation on sites.
CP11 Office Development											Policy is part of overall strategy dealing with location of new office development without particular effect on specific sectors of the community. Any impact is likely to be positive on low income groups in terms of potential job creation on sites.
CP12 Centres											Protection of local centres and the services, such as shopping, leisure and community facilities, that are provided in them ensures that residents who may have mobility restrictions can access such services easily.
CP13 Retail and Leisure Outside Defined Centres											Allowance for the provision of services, such as shopping and leisure facilities, in areas that are locally deficient may assist in ensuring that residents who may have mobility restrictions can access such services easily.
CP14 Tourism, Culture and Leisure											Policy is part of overall strategy dealing with location of new tourism, culture and leisure development without particular

										effect on specific sectors of the community
CP15 Food, Drink and the Evening Economy										An aim of the policy is to create a safe, balanced and socially inclusive (evening )economy
CP16 Green Infrastructure										Policy is part of overall strategy dealing with the maintenance, enhancement and management of green infrastructure without particular effect on specific sectors of the community. In general, the impact on the community as a whole would be positive but not specific to the identified groups.
CP17 Public Green Space										Policy is part of overall strategy dealing with public green space without particular effect on specific sectors of the community. In general, the impact on the community as a whole would be positive but not specific to the identified groups.
CP18 Green Wedges										Policy is part of overall strategy dealing with Green Wedges without particular effect on specific sectors of the community. In general, the impact on the community as a whole would be positive but not specific to the identified groups.
CP19 Biodiversity										Policy is part of overall strategy dealing with biodiversity without particular effect on specific sectors

										of the community. In general, the impact on the community as a whole would be positive but not specific to the identified groups.
CP20 Historic Environment										Policy is part of overall strategy dealing with the historic environment without particular effect on specific sectors of the community. In general, the impact on the community as a whole would be positive but not specific to the identified groups.
CP21 Community Facilities										The aim of the policy is to meet the community's social, health, welfare, education, spiritual, cultural, leisure and physical activity needs and aspirations
CP22 Higher and Further Education										Policy is part of overall strategy dealing with growth and development of higher and further education establishments without particular effect on specific sectors of the community. Any impact likely to be positive on low income groups as a result of providing wider education choice and support.
CP23 Delivering a Sustainable Transport Network										Policy seeks travel choices and effective, efficient and sustainable transport networks which meets the needs of residents
CP24 Strategic Implementation										The policy contains a specific reference to providing for the

											needs of disabled people in relation to South Derby Integrated Transport Link.
AC1 City Centre Strategy											Aims to create a safe and inclusive City centre by supporting the development of family orientated facilities that appeal to all residents and visitors
AC2 Delivering a City Centre Renaissance											Policy is part of overall strategy dealing with regeneration opportunities and development to assist in renaissance for the City Centre without particular effect on specific sectors of the community
AC3 Frontages											Policy is part of overall strategy dealing with specific requirements regarding retail frontages without particular effect on specific sectors of the community
AC4 City Centre Transport and Accessibility											The policy seeks to promote equality of opportunity through sustainable access choices
AC5 City Centre Environment											Criterion d of the policy seeks to remove barriers to movement and maximise access to everyone
AC6 Castleward and the Former Derbyshire Royal Infirmary [DRI]											There is a potential impact on the West Indian Community Centre within the regeneration area. The policy recognises that there will be some impact on existing community facilities, but provides appropriate safeguards to ensure such facilities are replaced prior to

										their redevelopment.
AC7 The River Derwent Corridor										Policy is part of overall strategy dealing with location of new development without particular effect on specific sectors of the community
AC8 Our City, Our River										Policy is part of overall strategy dealing with location of new development without particular effect on specific sectors of the community
AC9 Derwent Valley Mills World Heritage Site										Policy is part of overall strategy dealing with location of new development without particular effect on specific sectors of the community
AC10 Darley Abbey Mills										Policy is part of overall strategy dealing with location of new development without particular effect on specific sectors of the community
AC11 The Derwent Triangle										Policy is part of overall strategy dealing with location of new development without particular effect on specific sectors of the community
AC12 Derby Commercial Park, Raynesway										Policy is part of overall strategy dealing with location of new development without particular effect on specific sectors of the community
AC13 Former Celanese Acetate										Policy is part of overall strategy dealing with location of new

Site, Spondon										development without particular effect on specific sectors of the community
AC14 Osmaston Regeneration Area										The aim of the policy is to create a residential neighbourhood in which families will aspire to live and will be economically vibrant. This includes the enhancement of access to employment opportunities for local people.
AC15 Land South of Wilmore Road, Sinfin (Infinity Park Derby)										Policy is part of overall strategy dealing with location of new development without particular effect on specific sectors of the community
AC16 Aerospace Campus										Policy is part of overall strategy dealing with location of new development without particular effect on specific sectors of the community
AC17 Sinfin Lane										Policy is part of overall strategy dealing with location of new development without particular effect on specific sectors of the community
AC18 Wragley Way										Policy is part of overall strategy dealing with location of new development without particular effect on specific sectors of the community
AC19 Manor Kingsway										Policy is part of overall strategy dealing with location of new development without particular



										effect on specific sectors of the community
AC20 Rykneld Road										Policy is part of overall strategy dealing with location of new development without particular effect on specific sectors of the community
AC21 Hackwood Farm										Policy is part of overall strategy dealing with location of new development without particular effect on specific sectors of the community
AC22 Mickleover and Mackworth										Policy is part of overall strategy dealing with location of new development without particular effect on specific sectors of the community
AC23 Boulton Moor										The policy sets out that the Council will continue to work with South Derbyshire District Council on cross boundary matters including a cross boundary approach to affordable housing
AC24 South of Chellaston										Policy is part of overall strategy dealing with location of new development without particular effect on specific sectors of the community
AC25 Brook Farm										The policy allows for a potential Extra Care scheme
AC26 Land South of Mansfield Road, Oakwood										Policy is part of overall strategy dealing with location of new development without particular

										effect on specific sectors of the community
MH1 Making it Happen										The policy aims to deliver affordable housing, lifetime homes and infrastructure e.g. disabled people's access, health and community facilities

