

EQUALITY IMPACT ASSESSMENT/ ANALYSIS (EqIA)

Rugby Borough Council Local Plan 2011-2031



Equality Impact Assessment

Service Area	Development Strategy
Policy/Service being assessed	Rugby Borough Local Plan 2011-2031
Is this is a new or existing policy/service?	Replacing the 2011 Core Strategy and 2009 Saved Policies
If existing policy/service please state date of last assessment	Previous assessment undertaken for 2011 Core Strategy
EqIA Review team – List of members	Victoria Chapman- Development Strategy Manager
Date of this assessment	May 2017 <u>Updated May 2018</u>
Signature of responsible officer (to be signed after the EqIA has been completed)	

A copy of this Equality Impact Assessment report, including relevant data and information to be forwarded to the Corporate Equality & Diversity Advisor.

If you require help, advice and support to complete the forms, please contact Minakshee Patel, Corporate Equality & Diversity Advisor via email: minakshee.patel@rugby.gov.uk or 01788 533509.



Form A1

INITIAL SCREENING FOR STRATEGIES/POLICIES/FUNCTIONS FOR EQUALITIES RELEVANCE TO ELIMINATE DISCRIMINATION, PROMOTE EQUALITY AND FOSTER GOOD RELATIONS



High relevance/priority



Medium relevance/priority



Low or no relevance/priority

Note:

1. Tick coloured boxes appropriately, and depending on degree of relevance to each of the equality strands
2. Summaries of the legislation/guidance should be used to assist this screening process

Business Unit/Services:	Relevance/Risk to Equalities																													
	Gender			Race			Disability			Sexual Orientation			Religion/Belief			Age			Gender Reassignment			Pregnancy/ Maternity			Marriage/ Civil Partnership (only for staff)					
State the Function/Policy /Service/Strategy being assessed:	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Local Plan		✓			✓			✓			✓			✓			✓			✓			✓			✓			✓	

Are your proposals likely to impact on social inequalities e.g. child poverty for example or our most geographically disadvantaged communities? If yes please explain how.	YES- The Local Plan allocates land for housing and employment land, as such it will have both direct and indirect impacts on social inequalities due to its scope. For example, allocating land for employment is considered to affect residents' access to employment sites, which could impact social inequalities.
Are your proposals likely to impact on a carer who looks after older people or people with disabilities? If yes please explain how.	YES- The Local Plan is considered to affect all groups as it will guide the supply of housing, employment land and associated factors throughout the whole Borough.

Form A2 – Details of Plan/ Strategy/ Service/ Policy

<u>Stage 1 – Scoping and Defining</u>	
(1) What are the aims and objectives of Plan/Strategy/Service/Policy?	<p>The Council has a statutory duty to prepare, monitor and review a development plan for the Borough. The Borough Plan sets out the Councils policies and proposals to support the development of the Borough through to 2031. The Local Plan sets out the long-term spatial vision for how the town and villages in the Borough are planned to develop and change and how this vision will be delivered through a strategy for promoting, distributing and delivering sustainable development.</p> <p>The Borough Plan will plan for 12,400 additional homes and 110 ha of employment land by 2031. All new development will be sustainable and of a high quality, fully supported by infrastructure provision and environmental mitigation and enhancement.</p> <p><u>Through policies within the plan provision is made to support new Gypsy and Traveller sites. Additionally through an accompanying Development Plan Document, which will be produced following adoption of the plan, sites will be allocated to meet the need identified in the 2017 GTAA.</u></p>
(2) How does it fit with Rugby Borough Council's Corporate priorities?	<p>Rugby Borough Council has inter-linked overarching priorities, service area priorities and stand-alone equality objectives.</p> <p>The Rugby Borough Local Plan fits into Rugby Borough Councils overarching priorities by Planning for sustainable growth.</p> <p>The Local Plan fits into the Growth and Investment service area priorities as ensuring enough land is made available for the development of the homes and workplaces needed for our growing population is fundamental to delivering this corporate strategy. The adoption of an ambitious Local Plan is a specific corporate objective for this service area.</p> <p>Rugby Borough Council has been re-accredited as 'Excellent' in the Equality Peer Challenge, which makes Rugby Borough Council the only Council of its kind to have</p>

	<p>achieved this re-accreditation. The Local Plan fits in with the Councils 5 key Equality objectives as it maintains Rugby Borough Councils excellent record on equality.</p> <p>As an example of how the Local Plan meets these objectives, objective 3 is “To improve how the Council engages with communities, partners and customers”- and would be achieved “through communities enabled to have a say through consultations, creative forms of community engagement so that all residents – including under-represented groups – feel that they can participate in public life and increased engagement in civic participation.” The Local Plan consultation process is considered to have fulfilled this criteria, as will be further detailed below.</p> <p>Ensure that equality and diversity issues are considered in the development of all policies and strategies</p> <ul style="list-style-type: none"> • Develop policies and strategies to reduce the inequality faced by whole communities or individuals • Ensure the Council is fully aware of any adverse impacts that may occur because of decisions made, and actively seek to mitigate any negative impact • Regularly evaluate the impact of policies and strategies with regard to equality and diversity issues <p>The Council believes that any organisation should reflect all the communities and people it serves in both employment and service delivery. By implementing this Policy, the Council recognises its responsibilities and its leadership role within the community and aims to be a leading organisation in the promotion of equality of opportunity and diversity within Rugby.</p>
(3) What are the expected outcomes?	<ol style="list-style-type: none"> 1. The Rugby Borough Local Plan sets out the long-term spatial vision for how the town and villages in the Borough are planned to develop; 2. The Local Plan seeks to enhance existing local services and create new neighbourhoods that contain services that meet the day to day needs of new communities; 3. Identifying land to provide decent and affordable housing and specialised

	<p>housing types for the older population;</p> <p>4. Improved transport and community infrastructure across the Borough, which is anticipated to assist community involvement and improve community relations; and</p> <p>5. <u>Ensuring there is sufficient supply of pitches for Gypsies and Travellers to meet the identified need.</u></p>
<p>(4)Which of the groups with protected characteristics is this intended to benefit? (see form A1 for list of protected groups)</p>	<p>The Rugby Borough Local Plan is considered to benefit all groups with protected characteristics through increased housing, employment and infrastructure provision. Whilst proposing to increase the supply of facilities won't automatically guarantee the delivery of increased provision or service user take-up (service utilisation goes beyond the scope of the Local Plan), it is considered that the Local Plan provides the foundations for partner agencies and community groups to enhance provision for groups with protected characteristics.</p> <p>More specific benefits have been identified as:</p> <p>Improved infrastructure provision associated with proposed development is anticipated to benefit groups reliant on public transport, which would include groups with protected characteristics that are on low incomes. This is considered to link in to increased employment land provision, which will increase opportunities for groups with protected characteristics, subject to partner agencies working with individuals to overcome any barriers to employment.</p> <p>Policy H1- Informing Housing Mix- will allow for increased provision of housing for first time buyers and older residents, which is considered to be beneficial for young residents, those on low incomes (who may come from a group with protected characteristics) and older residents.</p> <p><u>Policy DS2 and a subsequent Development Plan Document- Gypsies and Travellers- DS2 supports new Gypsy and Traveller sites. Additionally through an accompanying Development Plan Document, which will be produced following adoption of the plan, sites will be allocated to meet the need identified in the 2017 GTAA.</u></p> <p>The Council will allocate land for accommodating the needs of the Gypsy and Traveller community. Provision for this is contained with Local Plan Policy DS2, although the site</p>

	allocations themselves are informed by the Gypsy and Traveller Accommodation Assessment (GTAA), which is subject to a separate process.
Stage 2 - Information Gathering	
(1) What type and range of evidence or information have you used to help you make a judgement about the plan/ strategy/ service/ policy?	<p>The recommendations in the Rugby Borough Local Plan are based on an evidence base consisting of a significant number of documents.</p> <p>The evidence base has been produced in conjunction with various departments of Warwickshire County Council (including the Warwickshire Observatory) as well as numerous external agencies and consultants.</p> <p>A full list of documents is available online at:</p> <p>https://www.rugby.gov.uk/directory/25/our_planning_strategies_policies_and_evidence/category/86</p>
(2) Have you consulted on the plan/ strategy/ service/policy and if so with whom?	<p>An extensive consultation process has been undertaken which sought to engage the widest range of groups possible in order to maximise participation in the plan-making process.</p> <p>The Council consulted on the publication draft of the Rugby Borough Local Plan from September to November 2016, with a further consultation from November 2016 to January 2017. The Rugby Borough Local Plan Statement of Community Involvement (adopted June 2015) identifies the full consultation strategy including who, how and when the Council consults.</p> <p>All individuals and groups who expressed an interest in the Local Plan or who had responded to previous consultations were contacted, which included organisations representing groups with protected characteristics. A broad variety of statutory consultees, community groups, campaign groups were consulted.</p>
(3) Which of the groups with protected characteristics have you consulted with?	Whilst data on the backgrounds of participants in the Local Plan preparation and consultation were not gathered, due to the great variety of consultation methods used-

	<p>including directly contacting organisations representing groups with protected characteristics- the Council is satisfied that the broadest range of groups with protected characteristics were consulted. For example, holding a public drop in sessions at the Clock Towers Sopping Centre within the town centre is considered to have facilitated reaching a broad range of groups.</p> <p>The reason why monitoring data on groups with protected characteristics was not gathered was because Local Plan consultation representation forms follow a suggested template. As such, it was not considered proportionate to try and gather additional data on participants backgrounds as participants are already asked to provide personal details such as their name, address etc, which may increase reluctance to participate in the consultation due to the potentially contentious nature of the topics being consulted on.</p>		
<p><u>Stage 3 – Analysis of impact</u></p>			
<p>(1) From your data and consultations is there any adverse or negative impact identified for any particular group which could amount to discrimination?</p> <p>If yes, identify the groups and how they are affected.</p>	<p>RACE No adverse or negative impacts identified</p>	<p>DISABILITY No adverse or negative impacts identified</p>	<p>GENDER No adverse or negative impacts identified</p>
	<p>MARRIAGE/CIVIL PARTNERSHIP No adverse or negative impacts identified</p>	<p>AGE No adverse or negative impacts identified</p>	<p>GENDER REASSIGNMENT No adverse or negative impacts identified</p>
	<p>RELIGION/BELIEF No adverse or negative impacts identified</p>	<p>PREGNANCY MATERNITY No adverse or negative impacts identified</p>	<p>SEXUAL ORIENTATION No adverse or negative impacts identified</p>
<p>(2) If there is an adverse impact, can this be justified?</p>	<p>No adverse impacts specifically affecting groups with protected characteristics have been identified either during the public consultation process or through stakeholder engagement with statutory consultees.</p>		

(3)What actions are going to be taken to reduce or eliminate negative or adverse impact? (this should form part of your action plan under Stage 4.)	No adverse impacts specifically affecting groups with protected characteristics have been identified
(4) How does the plan/strategy/service/policy contribute to the promotion of equality? If not what can be done?	Please refer to section 1 (4)
(5) How does the plan/strategy/service/policy promote good relations between groups? If not what can be done?	Planning for the provision of increased housing, employment and associated services is considered to offer the potential for improved relations between groups through less competition for services reducing the potential for negative perceptions of service allocation. However, the Local Plan cannot guarantee either housing/service delivery or manage access to those services as this goes beyond the scope of the Local Plan.
(6) Are there any obvious barriers to accessing the service? If yes how can they be overcome?	None identified. It is considered that the consultation process enabled the broadest possible reach in terms of number of people consulted due to the variety of consultation mediums used.

<u>Stage 4 – Action Planning, Review & Monitoring</u>	
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If No Further Action is required then go to – Review & Monitoring

(1) Action Planning – Specify any changes or improvements which can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.

EqlA Action Plan

Action	Lead Officer	Date for completion	Resource requirements	Comments

(2) Review and Monitoring
State how and when you will monitor policy and Action Plan

The 2011-2031 Local Plan is anticipated to have been adopted by the time of the next Equality Impact Assessment in 2020.

Mechanisms will be put in place to ensure that the review is conducted in 2020. An evidence base will be established and maintained to inform other Development Strategy documents and to inform any Local Plan going beyond 2031.

Please annotate your policy with the following statement:

‘An Equality Impact Assessment/ Analysis on this policy was undertaken on (date of assessment) and will be reviewed on (date three years from the date it was assessed).