

# Equality Impact Assessment

This **online** equality impact assessment should:

An equality impact assessment should take place when considering doing something in a new way. Please submit your completed EIA as an appendix to your committee report. Please remember that this will be a public document – do not use jargon or abbreviations.

**Service**

## Title of policy, service, function, project or strategy

The Lancaster District Local Plan proposed by Lancaster City Council for the period up to the early 2030s: Strategic Policies & Land Allocations Development Plan Document (DPD) and the Development Management Development Plan Document (DPD)

**Type of policy, service, function, project or strategy:** Existing  New/Proposed

**Lead Officer**

## People involved with completing the EIA

Paul Hatch, Principal Planning Officer and Gillian Dobson, Consultation & Engagement Officer

## Step 1.1: Make sure you have clear aims and objectives

Q1. What is the aim of your policy, service, function, project or strategy?

The Local Plan Strategic Policies & Land Allocation Development Plan Document (DPD) and the Development Management DPD were adopted by the Council in July 2020. The Strategic Policies & Land Allocation DPD identifies how development needs will be met within the district in relation to housing, employment, retail and leisure matters and identifies land which should be protected for its environmental, economic and community value. The Development Management DPD updated a series of planning policies on specific topic areas which will assist the Council in determining future planning applications. The Local Plan has been prepared using a range of evidence and prepared in accordance with national planning policy, in particular the National Planning Policy Framework. On 30 January 2019, the Council declared a climate emergency. Whilst the newly adopted Local Plan does seek to address climate change, it was too far advanced in the plan preparation process to incorporate some of the actions and directions of the climate emergency declaration. The Council therefore entered into an immediate Review of the Plan review to ensure that the aspects of this important agenda are adequately considered and include the necessary mitigation and adaptation measures necessary to address the climate emergency.

Q2. Who is intended to benefit or have a detrimental effect on and how?

Ideally, a well-prepared balanced plan will achieve the best outcomes possible for the local community and local businesses. However, development is an emotive subject because it has a physical impact on where people live and work. It is therefore likely that those living and working the closest to any of the development locations identified in the plan may well feel that they have been unfairly harmed by it. Landowners, where sites are identified, will benefit disproportionately from the plan due to the uplift in land values that a

# Equality Impact Assessment

planning designation can bring about. In order to ensure the benefits of such proposals are more widely spread, contributions towards infrastructure from developers will be sought. Such contributions will assist in alleviating some of the harm caused to nearby residents and businesses. In response to new policies relating to the climate emergency, in particular Policy CC1, these will ensure that new and existing development minimise emissions and maximise the use of renewable energy and resources. Policy CCH1 stresses the need for responsible retrofit and the use of micro renewables, both lead to wide ranging health benefits from improvements to air quality, reduced energy costs and reducing our impact on climate change which causes extreme weather conditions such as floods and high temperatures.

## Step 1.2: Collecting your information

Q3. Using existing data (if available) and thinking about each group below, does, or could the policy, service, function, project or strategy have a negative impact on the groups below?

Group	Negative	Positive/No Impact	Unclear
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Faith, religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender including marriage, pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation including civic partnerships	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other socially excluded groups such as carers, areas of deprivation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Rural communities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

## Step 1.3 – Now you need to consult!

Q4. Who have you consulted with? If you haven't consulted yet please list who you are going to consult with? Please give examples of how you have or are going to consult with specific groups of communities

Extensive consultation has been carried out as part of the plan-making process for the Adopted Plan and continues with this review. The first stage in the process was a scoping consultation to help the Council decide which planning policies should be re-visited in the review of the local plan. The eight-week scoping consultation took place from 25 September to 20 November 2020 and the Regulation 18 consultation took place from Friday 23 July to Friday 17 September 2021. Whilst the consultation has now closed the council continues to keep an open dialogue with interested parties and stakeholders and continue to welcome comment or suggestion on the content or direction of the Plan Review. Consultation on the Plan Review has been, and will continue to be, undertaken in accordance with the Council's Statement of Community Involvement (2018) and in line with regulations of the Town and Country Planning (Local Planning) (England) Regulations 2012. These regulations require the Council to produce a statement (the 'Consultation Statement') setting out the consultation undertaken on the DPDs at the Pre-Submission stage, a summary of the main issues raised and to detail the Council's response to comments made. Equality Impact Assessments will form part of the Plan Review evidence base and will demonstrate that the issues of equality have been duly considered (and any issues addressed) through the plan making process.

## Step 1.4 – Assessing the impact

# Equality Impact Assessment

Q5. Using the existing data and the assessment in questions 3 what does it tell you, is there an impact on some groups in the community?

**Age:** It has been well documented over recent years that people are living longer and that the older age-groups will record some dramatic increases over future years, with associated financial implications and demand for health and social care services. By 2041, the population aged 65 or over in Lancaster is projected to be 37,656, (source: <https://www.lancashire.gov.uk/lancashire-insight/area-profiles/local-authority-profiles/lancaster-district/#Older>). The district has an ageing population, with the 65 years plus age group forecast to grow by 62% and the 86 years plus age by 138% in the period 2008 to 2033. The adopted Local Plan policies consider the needs of older people, for example Policy DM8: Accommodation for Older People and Vulnerable Communities looks to support proposals for new accommodation to be situated in accessible locations close to existing services including healthcare facilities, public transport routes and shops and other services in order that residents can live as independently as possible. Policy DM26: Public Realm and Civic Space encourages that provision should also be made for communal open space in order to promote health and wellbeing of residents. Transport Policies (DM59 to DM63) seek to ensure improvements to public transport and interchange facilities to benefit this group, changes to DM63 support the modal shift towards active travel. Cycling and walking improves physical and mental health and a reduction in motor vehicle use reduces our impact on climate change and improves air quality. Town Centres Policies (DM16 to DM21) which protect shops and services close to homes will be beneficial in terms of ensuring easy access to shopping and other facilities, particularly to meet day to day needs, as well as cultural and entertainment facilities locally. Younger people are more likely to walk and cycle than other groups, so transport policies which encourage these forms of sustainable transport are considered to particularly benefit this group. In Policy T2 the wording has been strengthened to support improvements to the Cycling Network, to have a positive impact on health as people are encouraged to be more physically active, save money and reduce their reliance on cars which contribute to climate change and create air pollution. Employment and skills considered to be beneficial for younger people wishing to enter the workforce. Policy DM28: Employment and Skills Plans encourage modern methods of working such as co-working and flexible workspace which are likely to be more attractive to the younger generation. Amendments to Policy SP4 relate to maximising economic opportunities for people, particularly in sectors which seek to address matters of Climate Change.

**Disability:** In terms of disability a number of policies are considered to have positive impacts. For example the Council will ensure that new development is proposed in locations that are sustainable and accessible and well-connected to existing services. Developments should have access to a wide range of sustainable transport methods without being limited to the use of private cars to access the site (see DM59: Enhancing Accessibility and Transport Linkage Policy). Policy on Housing Standards requires at least 20% of new housing to meet Building Regulation M4(2), on schemes of 11+ new homes which seeks to make housing accessible and adaptable which enables people including those with disabilities to remain in their own homes. The Council will seek to ensure that all new developments are fully accessible to all members of the community and therefore compliant with the most relevant and up-to-date legislation. This is particularly important for public buildings and those that would generate significant footfall. Policy CC1 aims to ensure the Climate Change is embed in these policies by seeking to provide greater resilience to local communities to adapt to and mitigate its effects. Policy DM62 has also been improved to ensure that EVCP consider disability: "Charging infrastructure must also be accessible to drivers with disabilities, including those using a wheelchair or walking frame".

# Equality Impact Assessment

**Faith, Religion or Belief:** Policies of the local plan including key design of development, development in green belt, climate change, town centres, housing, employment and local economy and transport are considered to have a neutral impact on religious or faith groups.

**Gender including Marriage, Pregnancy and Maternity:** The LGBT group Out in the Bay suggest that Lancaster could have the second-highest LGBT population in Lancashire (second to Blackpool), along with a 3% transgender population. Women generally have lower levels of access to private cars than men and are more likely to travel by public transport, particularly buses, to access local services. Women may also be pregnant and/or accompanied by children, perhaps in buggies. For these groups as a whole, some policies within the Local Plan are considered to have a positive impact, for example promoting a safe pedestrian network within the district. A safe network means safety from other road users such as cars, vans, HGVs, buses and cyclists. Management of other road users including speed restrictions, sufficient widths, and segregation where appropriate and well designed and positioned crossing facilities can reduce conflicts between users. Well- designed pathways, natural surveillance, appropriate levels of lighting, CCTV and good levels of maintenance can improve actual and perceived security. DM25: The Evening and Night-time Economy Policy focuses on public safety. Policy CC1 aims to ensure the Climate Change is embed in these policies by seeking to provide greater resilience to local communities to adapt to and mitigate its effects.

**Gender Reassignment:** The Local Plan has a very limited role in the context of gender reassignment

**Race:** The policies within the Local Plan generally encourage equality and inclusivity and are not considered to have any negative impacts. For example well designed pathways, natural surveillance, appropriate levels of lighting, CCTV and good levels of maintenance can improve actual and perceived security, for example DM29: Key Design Principals. There are currently over 20 Gypsy and Traveller sites in the district and policies in the Local Plan such as DM9: Accommodation for Gypsies and Travellers, and Travelling Show People support proposals that would create new Gypsy and Traveller and Travelling Showpeople sites helping to meet an evidenced need, (Policy SP6: The Delivery of New Homes). Policy CC1 aims to ensure the Climate Change is embed in these policies by seeking to provide greater resilience to local communities to adapt to and mitigate its effects.

**Sexual Orientation including Civic Partnership:** The 2011 Census did not have a specific question regarding sexual orientation. Estimates of the prevalence and incidence of transgender people are difficult to quantify due to the lack of robust national data.

**Rural Communities:** The evidence in relation to rural communities suggest that, in general, house prices in these areas are higher than the district average, that job opportunities are fewer than average and are often for low-skilled work, that services including buses, health provision, shops and libraries are under threat of closure or service reduction. There are unmet needs for affordable housing both in rural communities and on low incomes. The DPD seek to address such inequalities where it is possible to do so. Whilst there will be challenges to achieving this, whether through development viability or through direction of national planning policy, the DPDs will set a positive and proactive course in the attempt to meet such needs. Although rural communities and people on low incomes are not protected groups, the public consultation process is designed to engage with rural residents and other stakeholders, and take account of their comments and feedback in developing the final draft. The Local Plan encourages the enhancement of the Delivery Affordable Housing, (Policy DM3) and Policy DM58: Telecommunications and Broadband Improvement will support the improvement and extension of telecommunication and broadband coverage and broadband speeds, particularly in rural areas which have poor or no service provision at all. The Local Plan seeks to direct some new development

# Equality Impact Assessment

to sustainable villages in rural areas which helps to maintain vitality and indirectly protect services such as schools and transport services. Policy CC1 aims to ensure the Climate Change is embed in these policies by seeking to provide greater resilience to local communities to adapt to and mitigate its effects.

## Step 1.5 – What are the differences?

Q6. If you are either directly or indirectly discriminating, how are you going to change this or mitigate the negative impact?

To mitigate against any potential negatives a key recommendation is that Equality Impact Assessments should be carried out at a localised/project delivery level. Efforts should be made to work with developers/organisations on this to ensure this process occurs and also to encourage this as a condition through proposals and planning applications.

Q7. Do you need any more information/evidence eg statistic, consultation. If so how do you plan to address this?

To mitigate against any potential negatives a key recommendation is that equality impact assessments should be carried out at a localised/project delivery level. Efforts should be made to work with developers/organisations on this to ensure this process occurs and also to encourage this as a condition through proposals and planning applications.

## Step 1.6 – Make a recommendation based on steps 1.1 to 1.5

Q8. If you are in a position to make a recommendation to change or introduce the policy, service, function, project or strategy, clearly show how it was decided on.

Once adopted, the content and direction of the reviewed Local Plan documents will be subject to formal monitoring and review process, as set out in the Monitoring Framework of the Plan. When future review(s) of the Lancaster District Local Plan take place, it would be appropriate to carry out an updated Equality Impact Assessment, to assess any policies changes and their effects. The use of Equality Impact Assessments carried out at a project/planning application level locally. These could be monitored on a two yearly basis; due to the 15-20 year life span of the Local Plan document.

Q9. If you are not in a position to go ahead, what actions are you going to take?

N/A

Q10. How do you plan to monitor the impact and effectiveness of this change or decision?

See Q8 answer

## Step 1.7 – Publish your results

### Approved by

Maurice Brophy, Service Manager  
Planning and Housing Strategy, Planning and  
Place Service, Directorate of Economic Growth  
and Regeneration

Date

29/11/2021

# Equality Impact Assessment