

County Durham Plan Equality Impact Assessment

June 2019



Durham County Council Equality Impact Assessment

NB: The Public Sector Equality Duty (Equality Act 2010) requires Durham County Council to have 'due regard' to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people from different groups. Assessing impact on equality and recording this is one of the key ways in which we can show due regard.

Section One: Description and Screening

| | |
|-------------------------------------|---|
| Service/Team or Section | RED/Spatial Policy Team |
| Lead Officer | Spatial Planning Team Leader |
| Title | County Durham Plan (Submission Draft) |
| MTFP Reference (if relevant) | N/A |
| Cabinet Date (if relevant) | 12.06.2019 |
| Start Date | June 2016 |
| Review Date | Reviewed June 2018 Reviewed November 2018 Reviewed May 2019 |

Subject of the Impact Assessment

Please give a brief description of the policy, proposal or practice as appropriate (a copy of the subject can be attached or insert a web-link):

The County Durham Plan will replace the saved policies of the former District and Borough Local Plans and the Minerals Local Plan and Waste Local Plan. The County Durham Plan will provide broad strategic direction, a spatial expression of the Sustainable Community Strategy (SCS) and will provide guidance and policy on the scale and distribution of new development, infrastructure provision and use of land and buildings to 2035. The aim of a local plan is to guide the future development of a place to improve the lives of its existing and future residents and meet the differing needs of our communities. All Plan documents are subject to extensive public and stakeholder consultation and participation and a key aim is to create equality of opportunity for all, including by treating some more favourably to avoid disadvantage.

A Statement of Community Involvement was produced (June 2018), to provide real opportunities for all to be involved in all aspects of planning, from plan making to determination of development proposals.

After the extensive consultation on the first stage of plan preparation known as Issues and Options stage of the County Durham Plan (CDP) in 2016, further consultation took place on the next stage of the CDP, Preferred Options, from 22nd June 2018 for 6 weeks. Following these consultations another consultation took place on the next stage of the CDP, Pre-Submission Draft, from 25th January 2019 for 6 week to 8th March 2019.

This equality impact assessment will be continually reviewed and updated as the County Durham Plan develops. All comments made to the Pre-Submission draft and the council's response are set out within a Statement of Consultation which is attached at Appendix 3.

Who are the main stakeholders? (e.g. general public, staff, members, specific clients/service users):

Anyone who lives in, studies in, works in, visits, or has an interest in County Durham may be interested in the Local Plan. This includes the general public, council staff, Elected Members, developers and landowners, various partners, stakeholders from various sectors and interest groups or communities, and prescribed bodies as such as neighbouring authorities and Government agencies.

Screening

Is there any actual or potential negative or positive impact on the following protected characteristics?

| Protected Characteristic | Negative Impact Indicate: Y = Yes, N = No, ? = unsure | Positive Impact Indicate: Y = Yes, N = No, ? = unsure |
|---|---|---|
| Age | N | Y |
| Disability | N | Y |
| Marriage and civil partnership (workplace only) | N | Y |
| Pregnancy and maternity | N | Y |
| Race (ethnicity) | N | Y |
| Religion or Belief | N | Y |
| Sex (gender) | N | Y |
| Sexual orientation | N | Y |
| Transgender | N | Y |

Please provide **brief** details of any potential to cause adverse impact. Record full details and analysis in the following section of this assessment.

N/A

How will this policy/proposal/practice promote our commitment to our legal responsibilities under the public sector equality duty to:

- eliminate discrimination, harassment and victimisation,
- advance equality of opportunity, and
- foster good relations between people from different groups?

There is potential for both direct and indirect impacts for all of the protected characteristics groups. The County Durham Plan aims to promote equality in all of its objectives. It aims to reduce inequality of opportunity by various means across several themes or areas. The County Durham Plan has regard to the SCS and sets out our shared long-term vision for the county, our ambitions for the area and the priorities that partners and communities believe are important. It provides the blueprint to deliver long lasting improvements and sets the scene for the Plan. Similarly regard will be had to the County Durham Regeneration Statement which supports the SCS and seeks to create places that are attractive, well-designed, and well-managed, with good amenities and transport connections, providing a focal point for business and social interactions.

The County Durham Plan seeks to ensure that development is accessible to all and is well designed. This aims to eliminate disadvantage for some groups e.g. people without access to a car, people with a disability or illness, older people or those with limited mobility. This will also include in rural areas where accessibility is more problematic for some people. Design policies also include designing out crime therefore making people feel safer in new developments. The Spatial Vision of the Plan aims to create sustainable, balanced and regenerated communities and improve quality of life. Its aim is an accessible, well designed range and choice of housing, services and community facilities, complementing the area's thriving economy and meeting the needs of all existing and future residents.

The structure of this impact assessment will focus on the following objectives of the Plan pertinent to the groups protected under the Equality Act 2010. Further analysis of impact in relation to the protected groups is included in section two of this assessment:

Objective 1: Economic Ambition aims to improve the economic performance of County Durham by creating more and better jobs, increasing the employment rate and reducing unemployment, thereby increasing GVA (a measure of economic performance), household income demand for local goods and services and improving the resilience of the county's economy. This objective is pertinent to all groups but is likely to have a greater positive impact in relation to age (younger working age people), and gender (women) bringing women in line with the male employment rate.

Objective 2: Sustainable Communities aims to locate new development in areas which offer the best opportunity for sustainable development patterns, including means of travel other than the private car, thus ensuring that new homes and jobs are supported by a high quality environment, services and infrastructure and in turn new development supports the vitality, viability and economic performance of our towns and villages. This objective is pertinent to all groups but is likely to have a greater positive impact in relation to age (older and younger), gender (women) and disability in terms of improved transport links and access to jobs and services.

Objective 3: Housing Need aims to deliver new housing, in a range of house types and tenures, that is accessible to, and meets the needs and aspirations of, County Durham's residents (including affordable, families with children, older persons, younger people, multigenerational housing, specialist housing, Gypsies and Travellers and those people wishing to build their own home) while making effective use of the existing stock. Self-build could have implications for younger people affording their own home, and so this objective is likely to have a greater positive impact on age (provision of older persons' housing, affordable and student housing also for younger people), disability and race (ethnicity) for positive impacts upon the GRT community.

Objective 4: Infrastructure aims to enable the delivery of the infrastructure – such as transport, health and education digital and green infrastructure that is required to support new and existing development and the economic, social and environmental ambitions of the county. This objective is pertinent to all groups but is likely to have greater positive impact in relation to age and other protected groups such as disability.

Objective 6: Rural Economy aims to support and improve the rural economy by encouraging diversification, retaining and enhancing key facilities, infrastructure and services whilst promoting appropriate new development in rural settlements. This objective is pertinent to all groups but is likely to have greater positive impact in relation to age.

Objective 11: Well Designed Places- aims to ensure the creation of high quality accessible buildings and places that reflects local distinctiveness, promote sustainability, support the transition to a low carbon future and achieve safe and secure communities. This objective is pertinent to all groups but is likely to have greater positive impact in relation to age, pregnancy and maternity, race and disability.

Objective 12: Raising Aspirations aims to encourage greater prosperity by supporting education, training and research establishments that help to raise the aspirations, participation and attainment of young people, re-engage adults with work and lifelong learning, and develop workforce skills. This objective is pertinent to all groups but is likely to have greater positive impact in relation to younger people and minority groups who may face additional barriers to greater prosperity such as ethnic minority groups and disabled people

Objective 13: Tackling Deprivation and Inequalities aims to ensure that the regeneration needs of County Durham's communities are met in order to reduce deprivation, improve health and address social, economic and environmental

inequalities. This objective is pertinent to all groups but is likely to have greater positive impact in relation to age, gender and disability.

Objective 14: Quality of Life aims to safeguard, enhance and provide a wide range of educational, social, sporting, health, recreational and cultural facilities including green infrastructure and natural capital, and seek to prevent and address pollution issues to contribute to the quality of life, satisfaction and health and wellbeing of people who live, work within and visit County Durham, including addressing the needs of those with physical and mental disabilities. This objective is pertinent to all groups but is likely to have greater positive impact in relation to age and other protected groups such as disability.

Objective 18: Sustainable Transport- Ensure that new development can be easily and safely accessed by all modes of transport and, wherever possible, contribute to reducing the need to travel, thereby reducing the impact of traffic and congestion on air quality, the wider environment, business and the economy, communities and health. This objective is pertinent to all groups but is likely to have a greater impact in relation to age, and disability.

Evidence

What evidence do you have to support your findings?

Please **outline** your data sets and/or proposed evidence sources, highlight any gaps and say whether or not you propose to carry out consultation. Record greater detail and analysis in the following section of this assessment.

The County Durham Plan aims to improve the county; its communities; economy and environment to make County Durham a successful place. It aims for equality of opportunity across all equality protected characteristics and identifies actions to eliminate inequality such as issues on the provision of affordable housing or tackling other social, economic and environmental issues. There is national, regional and local evidence available which shows that people from protected groups can face barriers in employment, access to services and information, participation in decision making and in consultation.

Evidence from the Integrated Needs Assessment (INA) suggests for example that deprivation links to protected characteristics, such as children from deprived areas being more prone to obesity or other health problems. Active travel and design and environmental improvements can help with health problems and improve quality of life, and improvement of sustainable travel modes and uptake in their use will improve the quality of life for all by reducing air pollution and congestion.

Equally, the County Durham Plan tries to address issues of inequality of opportunity which may not always be easily linked to protected characteristics. Rural issues, for example, or the affordability of housing can be experienced by many sectors of the community and can be linked to protected characteristics (e.g. the young find it more difficult to afford housing in some areas) but issues can also be separate and

may not easily be associated with protected characteristics (such as regeneration, green space provision or physical environment). Census 2011 and equality related evidence from the Integrated Needs Assessment (INA) has been used in section two of this assessment. <http://www.durham.gov.uk/article/2389/2011-Census>
<http://www.countydurhampartnership.co.uk/article/8461/Integrated-Needs->

<https://www.nomisweb.co.uk/reports/lmp/la/1946157058/report.aspx?c1=2013265921&c2=2092957698>

Consultation Update January – March 2019

The Pre-Submission draft of the Plan was consulted on across the county from 25th January until 8th March 2019. This involved many public events including: 22 drop-in events; members' drop ins; meetings with AAPs, meetings with Parish councils. A full consultation plan was put in place to ensure inclusivity including specific actions for consultation with hard to reach groups.

Following on from engagement undertaken with the Disability Partnership Group at earlier stages of the Plan preparation, two officers met again with the Disability Partnership Group. All support and comments were minuted and fed into the consultation. The People's Parliament was also engaged with at this stage of the consultation and again the members of the group were happy with the Plan and, again, all support and comments were minuted and fed into the consultation.

The venues used were, again, the most accessible available and we aimed to cover as much of the population as possible in the publicity of the events to ensure the consultation feedback was as representative as possible across the protected groups. A total of 2877 comments from 1003 different respondents were received.

All comments made to the Pre-submission draft and the council's response are set out within a Statement of Consultation which is attached at Appendix 3.

In addition, social media played a large part in the consultation process raising questions and communicating events. In total social media messages sent by the council were viewed 139,641 times.

Furthermore, following on from engagement that was undertaken at earlier stages of plan preparation officers met again with the 5 wardens who are responsible for the 6 local authority GRT sites during the 6 week consultation period. The wardens have been selected from the GRT community to represent their community's interests. Officers summarised the salient parts of the plan and discussed the Sites For Travellers policy with them in detail. The wardens were broadly satisfied with the policy approach and views raised during this session led directly to amendments of the policy being made. This has improved the policy in terms of equity in approach.

Based on the feedback we received from our 2019 consultation, the following objective has been amended to reflect this as follows:

Objective 3: Housing Need: As the Plan does seek to meet the needs of Gypsies and Travellers the council is proposing a minor modification for clarity, to specify Gypsies and Travellers in the supporting text alongside other specified residents.

There has been feedback from Teesdale Action Group that not safeguarding some specific cycle superroutes within the Plan goes against the Pre-Submission Objective 14 'Quality of Life' referenced in the Pre-Submission EqlA

Objective 14: Quality of Life aims to safeguard, enhance and provide a wide range of educational, social, sporting, health, recreational and cultural facilities including green infrastructure and natural capital, and seek to prevent and address pollution issues to contribute to the quality of life, satisfaction and health and wellbeing of people who live, work within and visit County Durham, including addressing the needs of those with physical and mental disabilities. This objective is pertinent to all groups but is likely to have greater positive impact in relation to age and other protected groups such as disability

This objective remains the same. It is still being achieved and is delivered in part via Policy 22. through encouraging cycling and transport for users

Policy 22 criteria (a) delivering, accommodating and facilitating investment in safe sustainable modes of transport in the following order of priority: firstly those with mobility issues or disabilities.

Policy 22 criteria (b) describes how we will provide well designed, permeable and direct routes for walking, cycling and bus access so that new developments clearly linked to existing services

The cycle super routes are not safeguarded in the plan this is because the Plan is not the appropriate place for this level of detail. They will be identified in the Local Cycling and Walking Infrastructure Plans (LCWIPs) which is a strategic approach to identifying cycling and walking improvements required at the local level which enable a long term approach for planning cycling and walking. This plan will be created across a number of key areas across Durham and detail network plans for walking and cycling which identifies preferred routes and car zones for further development as well as a prioritised programme of infrastructure improvements for future investment. Having LCWIPs in place will ensure that consideration is given to cycling and walking in local planning and transport policies and strategies as well as making the case for future funding for walking and cycling infrastructure.

Consultation Update June – August 2018

The Preferred Options was consulted on widely from 22nd June until 3 August 2018, including a significant number of public events including 19 drop-in sessions across the County over the 6 week period. A full consultation plan was put in place to ensure inclusivity including specific actions for consultation with hard to reach groups. The venues used were, again, the most accessible available and we aimed to cover as much of the population as possible in the publicity of the events to ensure the consultation feedback was as representative as possible across the

protected groups. A total of 4004 comments from 1140 different respondents were received. All comments made to the preferred options and the council's response are set out within a Statement of Consultation which is attached at Appendix 3. In addition, social media played a large part in the consultation process raising questions and communicating events. In total social media messages sent by the council were viewed 438,633 times.

The responses from the 2018 consultation have been used to inform and shape the

Pre-Submission draft; this included drop-in events: at Primary Schools and Secondary Schools and AAP events across the county; with the older persons task group; NHS Estates group; and at a Party in the Park event at Consett.

Following on from engagement that was undertaken at earlier stages of plan preparation officers met with the 5 wardens who are responsible for the 6 local authority GRT sites during the 6 week consultation period. The wardens have been selected from the GRT community to represent their community's interests. Officers summarised the salient parts of the plan and discussed the Sites For Travellers policy with them in detail. The wardens were broadly satisfied with the policy approach and views raised during this session led directly to amendments of the policy being made. This has improved the policy in terms of equity in approach.

Based on the feedback we received from our 2018 consultation, the objectives have been amended to reflect this as follows:

Objective 1 – 'Economic Ambition' – has been amended to include reference to 'improving the resilience of the county's economy', which will have positive impacts, for example, for young and old age groups and females

Objective 3 – Housing Need – has been amended to include 'a range of house types and tenures' that will have a positive impact on groups with varying needs such as accessibility, family needs, specialist housing needs.

Objective 11 – Well Designed Places has been amended to include the word 'accessible' when referring to high quality building and places. This will have a positive impact on disability groups and young people and older people.

Objective 18 – 'Sustainable Transport' has been added as an objective in the plan (see above) which includes easily accessible and safe forms of sustainable transport with reference to reducing the negative impact traffic and congestion has on communities and health.

Consultation Update 2016

Extensive consultation took place on the Issues and Options from the 24th June 2016 for 6 weeks. The venues used were the most accessible available and we aimed to cover as much of the population as possible in the publicity of the events to ensure the consultation feedback was as representative as possible across the protected groups. A total of 4,932 responses were received from 823 respondents. Responses, together with an outline setting out how they have been considered, are set out within a Statement of Consultation which is available

within the Member's Resource Centre. In addition, social media played a large part in the consultation process with social media messages viewed 438,633 times. The Issues and Options document was accompanied by an emerging evidence base to identify all issues affecting the county's people.

We received a variety of representations which covered issues such as affordable or adaptable housing; fast food outlets and children; children walking to school; Gypsies and Travellers; and disabilities. These were considered in the formulation of the Preferred Options.

The County Durham Plan was also been discussed at disability groups and officers also attended teen parent groups to discuss the County Durham Plan.

Consultation feedback has been used to shape the Preferred Options as follows:

☐ The Vision has been amended to include reference to health and quality of life for disadvantaged groups at the request of Adult Services.

☐ Objective 13 – 'Tackling Deprivation and Inequalities' – has been amended to include reference to improving health as part of bolstering the objective to address inequalities at the request of Adult Services.

☐ Objective 14 – 'Quality of Life' – has been amended to include reference to addressing the needs of those with disabilities at the request of the Disability Access Forum.

☐ In relation to young people, mention is made of the ability to access the further education system in rural areas in the 'Supporting a prosperous rural economy' section of the Plan.

☐ We received support for the inclusion of a policy within the Preferred Options of not allowing Hot Food Takeaways within 400m of educational establishments to protect the health of children and young people. This is our approach.

☐ We received representations on the lack of rental accommodation for the age group 55+. The vision has been amended to include reference to 'balanced communities'.

☐ Preferred Options includes a policy which requires 10% of housing on housing schemes to be private and intermediate housing which increase the housing options of older and disabled people, to include: level access flats, bungalows, sheltered or extra care housing, or multi-generational housing. This was as a result of a variety of representations on older persons' housing issues and a majority of support.

☐ Dementia issues have informed the General Development Principles policy and the design policies.

☐ We have worked with the police and Children's Services to develop a policy on Children's Homes.

☐ The sustainable communities objective has been changed to include reference to travel by means other than the private car.

- ☐ Housing needs objective has been changed to include reference to young people.
- ☐ Representations were received that the strategy for the natural and historic environment should reference the needs of people with physical or sensory disabilities and an acknowledgement under Disability Discrimination legislation that reasonable adjustments should be made to facilitate access. This has informed the Preferred Options.
- ☐ Representations were received on air quality and health. The need to combat poor air quality is one of the reasons why the council are proposing a Durham City Sustainable Transport Delivery Plan and an Air Quality Management Strategy and Action Plan. The Plan aims to deliver improvements in air quality and this can be linked to protected characteristics such as age and disability, as children and older people and those with existing health problems can be more affected by poor air quality.
- ☐ The Delivering Sustainable Transport policy, Durham City Sustainable Transport policy and Provision of Transport Infrastructure policy reflect representations from Access for all and learning disabilities forums.

Screening Summary

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| On the basis of this screening is there: | Confirm which refers (Y/N) |
| Evidence of actual or potential impact on some/all of the protected characteristics which will proceed to full assessment? | Y |
| No evidence of actual or potential impact on some/all of the protected characteristics? | N |

Sign Off

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| Lead officer sign off: Spatial Policy Manager | Date:03/05/19 |
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| Service equality representative sign off: Equalities Team Leader | Date: 03/05/19 |
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If carrying out a full assessment please proceed to section two.

If not proceeding to full assessment please return completed screenings to your service equality representative and forward a copy to equalities@durham.gov.uk

If you are unsure of potential impact please contact the corporate research and equalities team for further advice at equalities@durham.gov.uk

Section Two: Data analysis and assessment of impact

Please provide details on impacts for people with different protected characteristics relevant to your screening findings. You need to decide if there is or likely to be a differential impact for some. Highlight the positives e.g. benefits for certain groups, advancing equality, as well as the negatives e.g. barriers for and/or exclusion of particular groups. Record the evidence you have used to support or explain your conclusions. Devise and record mitigating actions where necessary.

| Protected Characteristic: Age | | |
|---|--|--|
| What is the actual or potential impact on stakeholders? | Explain your conclusion considering relevant evidence and consultation. | What further action or mitigation is required? |
| <p>The County Durham Plan aims to reduce inequalities by eliminating disadvantage for different age groups where possible.</p> <p>The County Durham Plan aims to address the needs of younger people, whether the very young or the student population who will be predominantly young people. This links to SCS and the Government's Every Child Matters.</p> <p>Objective 1: Economic Ambition aims to improve the economic performance of County Durham by creating more and better jobs, increasing the employment rate and reducing unemployment, thereby increasing GVA (a measure of economic performance), household income and demand for local goods and services.</p> | <p>-Between 2001 and 2011 the population of County Durham increased from 493,678 to 513,242, an increase of 4.0% which is higher than the 2.2% rise seen in the region but lower than the 7.1% seen across England & Wales.</p> <p>-The latest 2016 mid-year population estimate for County Durham shows a population of 521,800 an increase of 4,027 people since mid-2014 and a 5.9% increase since 2001.</p> <p>County Durham has experienced a higher rate of growth than the north east region (3.3% over the period 2001-2015), but a considerably lower rate of growth when compared to England as a whole (10.8% from 2001-2015).</p> <p>-County Durham has an out of work benefit claimant count, of young people aged 18-24, of 5.9% this is compared to 5.5% of the same age group in the North East and 3.2% of the same age group in the UK.</p> <p>Improving economic performance of County Durham will have a positive impact on young people</p> | <p>1) Impact will be assessed through the preparation of the Local Plan, so that wording of policies or framing can be addressed if required. Any representations received during these stages which have a bearing upon policies will be considered.</p> <p>3) The Plan contains policies such as Policy 30 and Policy 22 on Promoting Sustainable Transport. Policy 23 Durham City Sustainable Transport</p> |

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| <p>This objective is pertinent to all groups but is likely to have a greater positive impact in relation to age (younger working age people).</p> <p>Objective 2: Sustainable Communities This objective aims to provide sustainable development which includes transport other than private car which will be particularly beneficial for younger people who are less likely to drive and/or have access to a car and potentially some older people who may be more likely to rely on public transport and have issues regarding accessibility into and around the city. This will have a positive impact on older and younger people who will be more likely to rely on public transport.</p> <p>Objective 3: Housing Need The County Durham Plan aims to address the needs of older people and reduce the concentration of older people in older, poorer quality housing. Affordable homes policies will benefit younger people trying to get onto the housing ladder including rural housing issues. The objective also addresses families with children, older persons, multi-generational housing,</p> | <p>who are not in work and want to work and are able to work.</p> <p>2014 based population projections for County Durham indicate that from 2016 to 2035 the county's population aged 65 or over will increase from 105,200 to 146,300 (a 39% increase) and those aged 75 and over will increase from 45,00 to 75,700 (a 65.6% increase). This age group is project to increase more than any other age group in the county.</p> <p>There has been widespread support at workshops, drop-ins and online responses to the 'Pre-Submission' consultation, for providing homes for older people according to their needs and for providing affordable housing for people including younger people according to their needs. The 2019 Pre- Submission Consultation responses have revealed support for the provision of housing for older people, without restricting these types to older people only.</p> | <p>includes school travel plans to try to influence behaviour.</p> <p>4) The Plan contains Policy 11 Rural Housing and Employment Exception Sites and Policy 15 on Addressing Housing Need. Both policies will help provide affordable housing. This will benefit younger people who are getting onto the housing ladder for the first time or who wish to stay in their local area but have previously been unable to afford it. Policy 15 also includes provision for older people and for disabilities. The requirement to provide for self- build developments could also benefit younger people wanting to develop their own homes. Provision for vulnerable people is also supported. Policy 16 concerns Durham University Development, Purpose Built Student Accommodation and Houses in Multiple Occupation (HMOs). This seeks to address the accommodation needs of students, whilst maintaining mixed and balanced communities. It is</p> |
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| <p>specialist housing and those people wishing to build their own home. The impact will be positive for older people and younger people as there will be more houses provided to meet their differing needs.</p> | <p>Housing needs in County Durham have been developed in line with the government's standard methodology as set out in Planning Practice Guidance and reflect the government's Technical Consultation published on the 26th October 2018 which proposed that 2014-based data should provide the demographic baseline for assessment of local housing need.</p> <p>This results in 1,287 homes per annum. Planning Practice Guidance notes that the standard method for assessing local housing need provides the minimum starting point for determining the number of homes needed in an area. In this context, the Guidance notes that authorities should also consider previous delivery levels. Over the past 5 years (2013/14 - 2017/18) the council has delivered on average 1,308 homes. The Plan seeks to deliver homes to meet the housing needs of older people. The Plan supports a variety of dwelling types, to support needs, this includes providing bungalows and level-access dwellings.</p> <p>The councils Strategic Housing Market Assessment (SHMA) has evidenced a need for affordable housing in County Durham. The policy in the County Durham Plan provides a means to deliver affordable housing across County Durham to meet needs. In line with the National Planning Policy Framework, pursuing</p> | <p>recognised that students are predominantly younger age adults, which is why this policy falls within the scope of the EQIA. This policy ensures that student housing needs are a factor in determining applications and requires applicants to consider the specific types of accommodation proposed, relative to student housing needs. The policy requires that the impact of student accommodation is considered on amongst other things, general housing. This could benefit older and younger people or young families as the intention of the policy is that new student accommodation is not developed at the expense of general housing. We received a lot of support for the inclusion of older persons' housing issues and text on these issues has been included in the Addressing Housing Need Policy (Policy 15).</p> |
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| <p>Objective 4: Infrastructure aims to enable the delivery of the infrastructure – such as transport, health and education and including green infrastructure that is required to support new and existing development and the economic, social and environmental ambitions of the county. This objective is pertinent to all groups but is likely to have greater positive impact in relation to age and other protected groups such as disability.</p> <p>Objective 6: Rural Economy Addressing rural issues aims to improve outcomes for younger and older people through retention of key facilities and encouraging diversification of the rural economy.</p> <p>Objective 11: High Quality Design aims to ensure that all new development incorporates the highest quality of design and innovation, reflects local distinctiveness,</p> | <p>sustainable development requires attention to viability. An assessment of viability has been undertaken through the Local Plan Viability Assessment. This evidence base has informed realistic targets for the delivery of affordable housing that will meet the needs of young and older people in the community.</p> <p>The policy text and supporting text of the Utilities, Telecommunications and other Broadcast Infrastructure policy ensures that all new build or major renovations (both residential and commercial) are served by a high speed and reliable broadband connection. This can be an issue for children for schoolwork and older people who have problems accessing services and so will benefit these groups. It could also benefit the pregnancy and maternity strand as carers may work from home more.</p> <p>It was raised at the Disability Partnership meeting that designs need to be accessible to groups with accessibility issues such as older people, young people and pushchair users, as well as wheelchair users. The</p> | |
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| <p>promotes sustainability, low carbon and achieves safe and secure communities.</p> <p>Objective 12: Raising Aspirations Will encourage greater prosperity by supporting education, training and research establishments that help to raise the aspirations, participation and attainment of young people, re-engage adults with work, lifelong learning, and develop workforce skills, which will have a positive impact on young people who will be interacting with these services throughout their lives.</p> <p>Objective 13: Tackling Deprivation and Inequalities Ensuring the regeneration needs of the county's population aims to reduce deprivation and social economic and environmental inequalities. For example children from deprived areas are more prone to obesity and health issues. Active travel and design and environmental improvements can help with health issues and improve quality of life. This also links to Policy 28 on Utilities, Telecommunications and Other Broadcast Infrastructure, which aims to improve broadband access</p> | <p>objective has now been amended to include the word accessible.</p> | |
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| <p>Objective 14: Quality of Life aims to Safeguard, enhance and provide a wide range of educational, social, sporting, health, recreational and cultural facilities including green infrastructure and seek to prevent and address pollution issues to contribute to the quality of life, satisfaction and health and wellbeing of people who live, work within and visit County Durham, including addressing the needs of those with physical and mental disabilities.</p> | <p>The needs of older people with mobility difficulties is covered by the Housing need and Quality of Life objectives. The Plan supports a variety of dwelling types, to support needs, this includes providing bungalows and level-access dwellings.</p> | |
| <p>Objective 18 Sustainable Transport aims to provide sustainable means of transport. This will benefit young people who will be less likely to have access to a car and also some older people who may be more likely to rely on public transport and have issues regarding accessibility into and around the city.</p> <p>The objectives are delivered through the policies of the Plan. Each objective being delivered by a variety of policies. Other example policies connected to these objectives are the Rural Housing and Employment Exception Sites (Policy 11) and Housing Allocations.</p> <p>Rural proofing has been carried out on the Plan too. There are links to</p> | <p>The supporting text of the Delivering Sustainable Transport policy, Durham City Sustainable Transport policy and Provision of Transport Infrastructure policy underline the importance of having people with mobility issues, including older people at the top of the transport hierarchy so that their needs are considered first when planning transport infrastructure.</p> <p>Objective 18 also focuses on reducing inequality for those without access to a car-young and older people.</p> | |

Equalities issues. For example, housing affordability may be a particular problem for younger people in some rural areas. Rural proofing has aimed to ensure that policies do not adversely affect rural areas or issues.

The Delivering a Wide Choice of High Quality Homes chapter seeks to cover the other aspects of housing such as providing housing that is affordable, is of the right type and meets the needs of all sections of society. This includes older people. The affordable housing policy includes provision for a payment through the Section 106 agreement where viability means that delivery is below the levels of affordable or older people's housing set out in the policy.

We have worked with the police and Children's Services to develop Policy 18 on Children's Homes.

In order to promote healthy lifestyles in young people, the Plan contains wording in Policy 31 Hot Food Takeaways which says that proposals for Hot Food Takeaways outside of defined commercial centres but within 400m of an existing or planned school or college building will not be permitted. There was

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| a lot of support for this at consultation | | |
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| Protected Characteristic: Disability | | |
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| What is the actual or potential impact on stakeholders? | Explain your conclusion considering relevant evidence and consultation | What further action or mitigation is required? |
| <p>The County Durham Plan aims to reduce inequalities by eliminating disadvantage for disabled people and ensuring accessibility for all.</p> <p>Disabled people have a potentially higher reliance on public transport. Therefore developments, including employment and housing need to be accessible. The Plan also acknowledges the housing needs of disabled people.</p> <p>Objective 2: Sustainable Communities aims to locate new development in areas which offer the best opportunity for sustainable development patterns, including means of travel other than the private car, thus ensuring that new homes and jobs are supported by a high quality environment, services and infrastructure and in turn new development supports the vitality, viability and economic performance of our towns and villages.</p> | <p>County Durham has a higher percentage of permanently sick and disabled people than the North East average, representing nearly a quarter of the overall population.</p> <p>The policy text and supporting text of the Visitor Attractions Policy ensure that developments were accessible to all. This will benefit people with disabilities.</p> <p>The supporting text of the Durham University Development, Purpose Built Student Accommodation and Houses in Multiple Occupation Policy includes the requirement that the development should be accessible and appropriate to disabled students.</p> <p>The Plan has been amended to include reference to</p> | <p>As 1) above</p> <p>3) Reasonable adjustments have been made where required.</p> <p>4) Policy 30 Sustainable Design in the Built Environment aims to ensure convenient and attractive access for all users whilst prioritising the needs of pedestrians, cyclists, public transport users and for disabled people. It also includes 'designing out crime'. The policy is supported by a Supplementary Planning Document which requires new residential development to reflect</p> |

social, sporting, health, recreational and cultural facilities including green infrastructure and seek to prevent and address pollution issues to contribute to the quality of life, satisfaction and health and wellbeing of people who live, work within and visit County Durham, including addressing the needs of those with physical and mental disabilities.

Objective 18: Sustainable

Transport aims to deliver easily accessible and safe public transport, which will benefit people with accessibility issues.

Improved pedestrian areas in the city to allow more even and easy access to pedestrians will also have a positive impact on disability groups where accessibility is an issue.

The objectives are delivered through the policies of the Plan. Each objective being delivered by a variety of policies. Other example policies connected to these objectives are the Development on Unallocated Sites in Built Up Areas policy; Visitor attractions; Allocating and Safeguarding Specific Use Employment Sites Retail Hierarchy and Town Centre Development and Development in the Countryside policies.

Following consultation, objective 18 has been introduced to also focuses on reducing inequality for those without access to a car-disabled people, older people.

The supporting text of the Delivering Sustainable Transport policy, Durham City Sustainable Transport policy and Provision of Transport Infrastructure policy underlines the importance of having people with disabilities or access issues at the top of the transport hierarchy so that their needs are considered first when planning transport infrastructure. The policy on delivering sustainable transport does seek to ensure safe access to all sustainable modes of transport.

Responses to the 'Pre-Submission' consultation have raised the issue of demand for disabled parking. The Sustainable Transport Delivery Plan will help alleviate the demand for this

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| | type of parking as other forms of transport become easier, more convenient and safer for disable people to use. | |
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| Protected Characteristic: Marriage and civil partnership (workplace only) | | |
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| What is the actual or potential impact on stakeholders? | Explain your conclusion considering relevant evidence and consultation | What further action or mitigation is |
| N/A | N/A | N/A |

| Protected Characteristic: Pregnancy and maternity | | |
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| What is the actual or potential impact on stakeholders? | Explain your conclusion considering relevant evidence and consultation | What further action or mitigation is required? |
| <p>The County Durham Plan aims to reduce inequalities by eliminating disadvantage for disabled people and ensuring accessibility for all.</p> <p>The County Durham Plan includes themes which are relevant to pregnancy and maternity such as accessibility and transport links.</p> <p>Objective 2 Sustainable Communities aims to locate new development in areas which offer the best opportunity for sustainable development patterns, including means of travel other than the private car, thus ensuring that new homes and jobs are supported by a high quality environment, services and infrastructure and in turn new development supports the</p> | <p>The County Durham Plan advocates design and location of development to make it accessible by public transport, for those with access issues and safe for all.</p> <p>The policy text and supporting text of the Utilities, Telecommunications and other Broadcast Infrastructure policy ensure that all new build or major renovations (both residential and commercial) are served by a high speed and reliable broadband connection. This is likely to benefit home working.</p> <p>The policy text and supporting text of the Visitor Attractions Policy ensure that developments were accessible to all. This will benefit people with access issues which could include parents/carers with</p> | <p>As 1) above</p> <p>3) Policy 30 Sustainable Design in the Built Environment aims to ensure convenient and attractive access for all users whilst prioritising the needs of pedestrians, cyclists, public transport users and for disabled people. It also includes 'designing out crime'.</p> |

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| <p>vitality, viability and economic performance of our towns and villages.</p> <p>Objective 11: High Quality Design aims to ensure that all new development incorporates the highest quality of design and innovation, reflects local distinctiveness, promotes sustainability and achieves secure communities.</p> <p>Objective 14: Quality of Life aims to safeguard, enhance and provide a wide range of educational, social, sporting, health, recreational and cultural facilities including Green Infrastructure and seek to address pollution issues to contribute to the quality of life, satisfaction and health and wellbeing of people who live, work within and visit County Durham.</p> <p>Objective 18: Sustainable Transport aims to deliver sustainable means of transport and infrastructure, which will have a positive impact for mothers and young children with improved pedestrian access and transport.</p> | <p>buggies and/or young children and pregnant women.</p> <p>The Sustainable Design policy also makes specific reference to ensuring convenient and attractive access for all users whilst prioritising the needs of pedestrians, cyclists, public transport users and for disabled people.</p> <p>It was raised at the Disability Partnership meeting that the improvements to cycle lanes would impact positively on wider groups such as, parents with pushchairs etc. It was also noted that reference to strategic cycle routes is useful to pushchair users particularly if not alongside traffic routes. Improved public transport will also have a positive impact on people with young children as accessibility will be improved for pedestrians and pushchair users and</p> | |
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| | routes will be joined up and safer. | |
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| Protected Characteristic: Race (ethnicity) | | |
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| What is the actual or potential impact on stakeholders? | Explain your conclusion considering relevant evidence and consultation | What further action or mitigation is required? |
| <p>The County Durham Plan aims to reduce inequalities.</p> <p>Objective 2: Sustainable Communities aims to locate new development in areas which offer the best opportunity for sustainable development patterns, including means of travel other than the private car, thus ensuring that new homes and jobs are supported by a high quality environment, services and infrastructure and in turn new development supports the vitality, viability and economic performance of our towns and villages.</p> <p>Objective 3: Housing Need aims to deliver new housing that is accessible to, and meets the needs and aspirations of, County Durham's residents including affordable, families with children, older persons, younger people, student population, gypsies and travelers, addressing accommodation needs for residents of County Durham</p> | <p>In County Durham ethnic minority communities are a relatively small number of the population. According to the 2011 Census, 98.1% of Durham's population is white British. 1.9% is 'other ethnic group', the largest component of this being mixed race and Asian. We also have a significant population of Gypsies and Travellers who are either migrant or settled in the County.</p> <p>The INA identified that ethnicity has a variety of impacts:</p> <ul style="list-style-type: none"> · Health, as migrants may bring different lifestyle choices or have access issues with healthcare · Specific issues for Gypsy, Roma Traveller communities in relation to housing, access to information and services · Lack of accurate, up to date information on number of migrant workers. <p>Engagement was undertaken at earlier stages of plan preparation.</p> | <p>As 1) above</p> <p>3) Translation and interpretation requests will be considered in line with corporate guidance.</p> <p>4) The Plan contains Policy 17 concerning site provision for Gypsies and Travellers. By treating GRT communities differently, the policy ensures that provision is made for their housing needs and cultural lifestyle and therefore ensures equality of opportunity whilst ensuring accessibility to services for those on the sites.</p> <p>5) Policy 30 Sustainable Design in the Built Environment aims to ensure convenient and attractive access for all users whilst prioritising the needs of pedestrians, cyclists, public transport users and for disabled people. It also includes 'designing out crime'.</p> |

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| | <p>Officers met with 5 wardens who are responsible for the 6 local authority GRT sites during the 6 week consultation period. The wardens were selected from the GRT community to represent their community's interests. Officers summarised the salient parts of the plan and discussed the Sites For Travellers policy with them in detail to ensure that the wardens fully understood the objectives policies and relevance of the CDP to them. It also gave them a chance to raise any concerns and respond to the plan. The wardens were broadly satisfied with the policy approach and views raised during this session led directly to amendments of the policy being made. This has improved the policy in terms of equity in approach.</p> <p>As Gypsies and Travellers are considered as residents of County Durham, they have been explicitly mentioned in objective 3 for clarification.</p> | |
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| Protected Characteristic: Religion or belief | | |
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| What is the actual or potential impact on stakeholders? | Explain your conclusion considering relevant evidence and consultation | What further action or mitigation is required? |
| <p>The County Durham Plan aims to reduce inequalities.</p> <p>The objectives are delivered through the policies of the Plan. Each objective being delivered by a variety of policies.</p> <p>Objective 3 – Housing Need The provision of multi-generational housing may have a potential positive impact on religious groups that live in multi-generational households as part of their culture.</p> | <p>In County Durham 72 percent of people state their religion as Christian; around 0.19% percent as Buddhist; 0.12% Hindu; 0.37% Muslim, 0.12% Sikh, 0.04% Jewish and 26.8 percent as having either no religion or not stating their religion (Census 2011).</p> | <p>As 1) above</p> |

| Protected Characteristic: Sex (gender) | | |
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| What is the actual or potential impact on stakeholders | Explain your conclusion considering relevant evidence and consultation | What further action or mitigation is required? |
| <p>The County Durham Plan aims to improve quality of life for men and women. Equality of opportunity for all is an overall aim.</p> <p>The County Durham Plan includes themes which are relevant to gender such as employment, safety, accessibility, and transport links as women sometimes have less access to a car.</p> | <p>The balance of males and females within the County is fairly evenly split and there are 251,280 (49 percent) males and 261,962 (51 percent) females living in County Durham (Census 2011). Looking at older age groups (aged 70+) there is a higher proportion of women.</p> <p>Evidence from the INA suggests that differential impact relating to gender includes:</p> <ul style="list-style-type: none"> • Educational attainment • Employment – particularly work patterns, ‘traditional’ work roles | <p>As 1) above</p> <p>3) Policy 30 Sustainable Design in the Built Environment aims to ensure convenient and attractive access for all users whilst prioritising the needs of pedestrians, cyclists, public transport users and for disabled people. It also includes ‘designing out crime’.</p> |

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| <p>In line with Objective 1: the County Durham Plan aims to improve the economic performance of the county. This will benefit working age men and women and its evidence base acknowledges that at present there are lower numbers of women in employment.</p> <p>Objective 2: Sustainable Communities aims to locate new development in areas which offer the best opportunity for sustainable development patterns, including means of travel other than the private car, thus ensuring that new homes and jobs supported by a high quality environment, services and infrastructure and in turn new development supports the vitality, viability and economic performance of our towns and villages.</p> <p>Objective 11: High Quality Design aims to ensure that all new development incorporates the highest quality of design and innovation, reflects local distinctiveness, promotes sustainability</p> | <ul style="list-style-type: none"> • Equal pay • Care responsibilities and gender – linked to access to services and employment • Health – in relation to gender prevalence of certain conditions and access to information/advice/care • Personal safety concerns – also linked to age with issues for e.g. younger men or older women living alone. <p>The housing needs analysis is now based upon the new Government methodology, 'standard method', for assessing housing need</p> | |
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| <p>and achieves secure communities.</p> <p>Objective 13: Tackling Deprivation and Inequalities Ensuring the regeneration needs of the county's population aims to reduce deprivation and social economic and environmental inequalities. For example children from deprived areas are more prone to obesity and health issues. Active travel and design and environmental improvements can help with health issues and improve quality of life. This also links to Policy 28 on Utilities, Telecommunications and Other Broadcast Infrastructure, which aims to improve broadband access.</p> <p>The objectives are delivered through the policies of the Plan. Each objective being delivered by a variety of</p> | | |
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| Protected Characteristic: Sexual orientation | | |
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| What is the actual or potential impact on stakeholders? | Explain your conclusion considering relevant evidence and consultation | What further action or mitigation is required? |
| The County Durham Plan aims to reduce inequalities and promotes design and location of development to make it accessible by public transport and safe for all, especially those who feel vulnerable. | No accurate data is available about the number of lesbian, gay and bisexual people living in County Durham. However Government and Stonewall estimates state that between 5 percent and 7 percent of the population is lesbian, | As 1) above |

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| <p>The objectives are delivered through the policies of the Plan. Each objective being delivered by a variety of policies. Examples of policies which deliver the objectives related to this protected characteristic would be Sustainable Design in the Built Environment (Policy 30). Both emphasise safety of all.</p> | <p>gay or bisexual (LGB). This would amount to between 25,000 and 35,000 people in County Durham.</p> | |
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| Protected Characteristic: Transgender | | |
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| What is the actual or potential impact on stakeholders? | Explain your conclusion considering relevant evidence and consultation | What further action or mitigation is required? |
| <p>The County Durham Plan aims to reduce inequalities and promotes design and location of development to make it accessible by public transport and safe for all, especially those who feel vulnerable.</p> <p>The objectives are delivered through the policies of the Plan. Each objective being delivered by a variety of policies. Examples of policies which deliver the objectives related to this protected characteristic would be Sustainable Design in the Built Environment (Policy 30). Both emphasise safety of all.</p> | <p>We have no accurate data on transgender populations.</p> <p>Issues of personal safety, privacy, crime and fear of crime are relevant to transgender people</p> | <p>As 1) above</p> |

Section Three: Conclusion and Review

Summary

Please provide a brief summary of your findings stating the main impacts, both positive and negative, across the protected characteristics.

This is an impact assessment of the County Durham Submission Plan which has been produced in line with Government policy. Planning is a statutory function and consultation and examination are key requirements.

The County Durham Plan aims to promote equality through its spatial vision and in all of its objectives and policies. No negative impact has been identified. It aims to reduce inequality of opportunity by various means across several themes or areas and will have a positive impact across all of the protected groups but is likely to have a greater positive impact in relation to age (young and older), disability and gender (women). A key priority of the council and its partners is to improve economic performance and reduce deprivation in County Durham to ensure that all of its residents have equal access to quality job opportunities. Over the last 30 years the county has gone through significant structural economic change with the decline of its traditional industries and the pressure of globalisation. The County Durham Plan will ensure that sustainable communities are established across County Durham, in line with national planning policy. It will do this by supporting the development, infrastructure, jobs and housing needed, making better places and ensuring prosperity and equality of opportunity for all whilst improving and protecting the county's environment, heritage, landscapes and local distinctiveness.

Will this promote positive relationships between different communities? If so how?

Sustainable Communities are a key aim of the planning process, as outlined in national policy. Hence they are the key aim of the County Durham Plan. Sustainable communities are communities in which people wish to live work and spend time - "They meet the diverse needs of existing and future residents, are sensitive to their environment, and contribute to a high quality of life. They are safe and inclusive, well planned, built and run, and offer equality of opportunity and good services for all." The County Durham Plan is part of a statutory process which aims to involve all interested stakeholders in the spatial planning of their area for the future.

Action Plan

| Action | Responsibility | Timescales for implementation | In which plan will the action appear? |
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| 1) Impact to be assessed during engagement phase, so that wording of policies or framing can be addressed if required. EQIA will be updated again to take into account any relevant comments before re-assessment of Submission Draft | Policy Officer, Spatial Planning Team Spatial Policy Manager | | County Durham Plan Submission Draft. |
| 2) Monitoring of impact will be carried out through Annual Monitoring Report (AMR) once the Plan is implemented and until then will be through the representations received to wording of proposed policies. | Policy Officer, Spatial Planning Team Spatial Policy Manager | | Adopted County Durham Plan/EQIAs for Local Plan Submission stages and Adopted Plan |
| 3) Any changes during the examination process (on main modifications), which would have a bearing upon policies or options will be considered, would require further engagement. Continue to consult in accordance with Statement of Community Involvement. | Policy Officer, Spatial Planning Team Spatial Policy Manager | | EQIA of County Durham Plan Submission Draft and Adopted Plan |

Review

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| Are there any additional assessments that need to be undertaken? (Y/N) | |
| When will this assessment be reviewed? Please also insert this date at the front of the template | 2019 – on consultation of main modifications, prior to adoption. |

Sign Off

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| Lead officer sign off: Spatial Policy Manager | Date: 3/05/19 |
| Service equality representative sign off: Equalities Team Leader | Date: 3/05/19 |

Please return the completed form to your service equality representative and forward a copy to equalities@durham.gov.uk