

# **County Durham Plan Equality Impact Assessment**

**June 2018**

*Altogether better*



# 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

<b>Service/Team or Section</b>	RED/Spatial Policy Team
<b>Lead Officer</b>	Spatial Planning Team Leader
<b>Title</b>	County Durham Plan (Preferred Options)
<b>MTFP Reference (if relevant)</b>	N/A
<b>Cabinet Date (if relevant)</b>	13.6.2018
<b>Start Date</b>	June 2016
<b>Review Date</b>	Autumn/Winter 2018 – post consultation

## 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 has been 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.

Extensive consultation took place on the first stage of plan preparation known as Issues and Options stage of the County Durham Plan (CDP) from the 24<sup>th</sup> June 2016 for 6 weeks. Plan work was paused in late 2016 due to the Planning White Paper and subsequent changes to the planning system. After re-starting the Plan process, further consultation is proposed to take place on the next stage of the CDP, Preferred Options, from 22<sup>nd</sup> June 2018 for 6 weeks.

This equality impact assessment will be continually reviewed and updated as the County Durham Plan develops.

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 and demand for local goods and services. 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 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, addressing accommodation needs for the Gypsy and Roma Traveller (GRT) community, multi-generational housing, specialist housing and those people wishing to build their own home. 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 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.

**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: High Quality Design** aims to ensure that all new development incorporates the highest quality of design and innovation, reflects local distinctiveness, promotes sustainability, low carbon and achieves 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.

**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 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.

## 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-Assessment>

## **Consultation Update 2016**

Extensive consultation took place on the Issues and Options from the 24<sup>th</sup> 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 have received a variety of representations which cover issues such as affordable or adaptable housing; fast food outlets and children; children walking to school; Gypsies and Travellers; and disabilities. These have been considered in the formulation of the Preferred Options.

The County Durham Plan has 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.

## **Consultation 2018**

Further public consultation will take from 22 June to 4 August 2018. A full consultation plan is in place to ensure inclusivity including specific actions for consultation with of hard to reach groups. This equality impact assessment will be updated post consultation.

## **Screening Summary**

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

Lead officer sign off: Spatial Policy Manager	Date: 18.5.18
Service equality representative sign off: Equalities Team Leader	Date: 18.5.18

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](mailto: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](mailto: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?	Record of evidence to support or explain your conclusions on impact.	What further action or mitigation is required?
<p>The County Durham Plan aims to reduce inequalities in line with the “Altogether Better for People” aim 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 theme of Altogether Better for Children and Young People 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. This objective is pertinent to all groups but is likely to</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 &amp; 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. 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). The 2014-based SNPP for County Durham projects population growth from 517,773 in 2014 to 565,972 in 2039, a change of 48,199 (9.3%). Over the plan period (2016-2035) the ONS baseline population is projected to grow from 522,218 to 560,200, a change of 37,982 (7.3%).</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 or options will be considered.</p> <p>2) Continued engagement and consultation in accordance with the Statement of Community Involvement</p> <p>Different methodologies will be used to effectively engage with a variety of user groups/consultees, including:</p> <ul style="list-style-type: none"> <li>• Workshops (will assess access)</li> <li>• Leaflets</li> </ul>

<p>have a greater positive impact in relation to age (younger working age people).</p>	<p>County Durham has an increasingly ageing population and the proportion of the county's population aged 65 or over will increase from almost one in five people (19.6%, 2014) to over one in four people (26.5%) by 2039. The number of young people aged 5-14 will increase from 54,000 in 2014 to 59,900 in 2039 (by around 10.9%). There will also be a marginal increase in the number of 0-4 year olds of 3.1% (from 28,800 to 29,700).</p>	<ul style="list-style-type: none"> <li>• Email</li> </ul> <p>Instagram, Twitter and Facebook will be used to engage with younger people who can be hard to reach.</p>
<p><b>Objective 2: Sustainable Communities</b> This objective aims to provide sustainable development which includes means of 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.</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 or disabilities at the top of the transport hierarchy so that their needs are considered first when planning transport infrastructure.</p>	<p>3) The Plan contains policies such as Policy 31 and Policy 22 on Promoting Sustainable Transport. Policy 23 Durham City Sustainable Transport includes school travel plans to try to influence behaviour.</p>
<p><b>Objective 3: Housing Need</b> 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, specialist housing and those people wishing to build their own home.</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>4) The Plan contains Policy 13 Rural Housing and Employment Exception Sites and Policy 16 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 16 also includes provision for older people and for disabilities. The requirement to provide for self-</p>

<p>likely to have greater positive impact in relation to age and other protected groups such as disability.</p> <p><b>Objective 6: Rural Economy</b> 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><b>Objective 11: High Quality Design</b> aims to ensure that all new development incorporates the highest quality of design and innovation, reflects local distinctiveness, promotes sustainability, low carbon and achieves safe and secure communities.</p> <p><b>Objective 12: Raising Aspirations</b> 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.</p> <p><b>Objective 13: Tackling Deprivation and Inequalities</b> 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</p>	<p>Different methodologies will be used to effectively engage with a variety of user groups/consultees, including:</p> <ul style="list-style-type: none"> <li>• Workshops (will assess access)</li> <li>• Leaflets</li> <li>• Email</li> </ul> <p>Instagram, Twitter and Facebook will be used to engage with younger people who can be hard to reach.</p>	<p>build developments could also benefit younger people wanting to develop their own homes. Provision for vulnerable people is also supported. Policy 17 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 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</p>
--	--	---

<p>issues. Active travel and design and environmental improvements can help with health issues and improve quality of life. This also links to Policy 29 on Utilities, Telecommunications and Other Broadcast Infrastructure, which aims to improve broadband access.</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 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 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 12) and Housing Allocations (Policy 5); Developer Contributions (Policy 27); and environmental policies.</p> <p>Rural proofing has been carried out on the Plan too. There are links to Equalities issues. For example, housing affordability may be a particular problem for younger people in some</p>		<p>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 16). All these policies will be consulted upon further and the wording altered if required following feedback.</p>
---	--	--

<p>rural areas. Rural proofing has aimed to ensure that policies do not adversely affect rural areas or issues.</p> <p>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.</p> <p>We have worked with the police and Children's Services to develop Policy 19 on Children's Homes.</p> <p>In order to promote healthy lifestyles in young people, the Plan contains wording in Policy 32 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. We received a lot of support for this policy at consultation.</p>		
--	--	--

Protected Characteristic: <b>Disability</b>		
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 in line with the “Altogether Better for People” aim 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>To this end, 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, high quality housing that is accessible to, and meets the needs and aspirations of, County Durham’s residents (including affordable, families with children, older persons, multi-generational housing, specialist housing and those people wishing to build their own home) while making effective use of the existing stock.</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 INA identified that “Personal safety” is the highest critical need identified for people with learning difficulties.</p> <p>We are continuing to proactively work with disability groups to ensure opinions on the Local Plan are incorporated through the consultation process.</p> <p>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.</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</p>	<p>As 1) &amp; 2) above</p> <p>3) Reasonable adjustments will be made where required.</p> <p>4) Policy 31 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 ‘Building for Life 12’ standards. These standards focus on three main topic areas which achieve, amongst other things: better access to and provision of facilities and services; meeting local housing requirements; ensuring developments are easy to navigate and find your way</p>
--	--	---

<p><b>Objective 4:</b> 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><b>Objective 11:</b> High Quality Design aims to ensure that all new development incorporates the highest quality of design and innovation, reflects local distinctiveness, promotes sustainability, low carbon and achieves safe and secure communities.</p> <p><b>Objective 13:</b> 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.</p> <p><b>Objective 14:</b> 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,</p>	<p>accessible and appropriate to disabled students.</p> <p>The Plan has been amended to include reference to addressing the needs of the disabled which will provide an overarching principle across all policies within the plan. 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>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 can be an issue for people with disabilities who may have problems accessing services and so will benefit this group.</p>	<p>around and making sure adequate car parking and storage are included.</p> <p>Policy 16 on Addressing Housing Need also includes provision for older people and for disabilities. Provision for vulnerable people is also supported. The supporting text for Policy 24 on Durham City Sustainable Transport covers the needs of disabled people. These policies will be consulted upon further and the wording altered if required following feedback.</p> <p>The Preferred Options contains the requirement for housing schemes to increase options of disabled people, to include: level access flats, bungalows, sheltered or extra care housing or multi-generational housing.</p>
---	---	--

<p>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 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.</p>		
--	--	--

Protected Characteristic: <b>Marriage and civil partnership (workplace only)</b>		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
N/A	N/A	N/A

Protected Characteristic: <b>Pregnancy and maternity</b>		
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 in line with the “Altogether Better for People” aim by ensuring accessibility to all.</p> <p>The County Durham Plan includes themes which are relevant to pregnancy and</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 supporting text of the Delivering Sustainable</p>	<p>As 1) &amp; 2) above</p> <p>3) This will be consulted upon further and the wording altered if required following feedback.</p>

<p>maternity such as accessibility and transport links.</p> <p><b>Objective 2: Sustainable Communities</b> 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><b>Objective 11: High Quality Design</b> 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><b>Objective 14: Quality of Life</b> 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>The objectives are delivered through the policies of the Plan. Each objective being delivered by a variety of</p>	<p>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.</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 buggies and/or young children and pregnant women.</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><b>4) Policy 31 Sustainable Design in the Built Environment</b> 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 will be addressed as part of the Preferred Options consultation and amended if necessary.</p>
--	--	---

policies. Other policies connected to these objectives include		
--	--	--

Protected Characteristic: <b>Race (ethnicity)</b>		
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 in line with the “Altogether Better for People” aim.</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, addressing accommodation needs for the Gypsy and Roma Traveller (GRT) community, specialist housing and those people wishing to build their own home. The Local Plan contains a policy on Gypsy and Traveller site provision.</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"> <li>• Health, as migrants may bring different lifestyle choices or have access issues with healthcare</li> <li>• Specific issues for Gypsy, Roma Traveller communities in relation to housing, access to information and services</li> <li>• Lack of accurate, up to date information on number of migrant workers</li> </ul> <p>Different methodologies will be used to effectively engage with a variety of user groups/consultees, including:</p> <ul style="list-style-type: none"> <li>• Workshops (will assess access)</li> <li>• Leaflets</li> <li>• Email</li> </ul>	<p>As 1) &amp; 2) above</p> <p>3) Translation and interpretation requests will be considered in line with corporate guidance.</p> <p>4) The Plan contains Policy 18 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. This will be consulted upon further and the wording altered if required following feedback.</p> <p>5) Policy 31 Sustainable Design in the Built Environment aims to ensure</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 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, lifelong learning, and develop workforce skills. This is pertinent to minority groups who may face additional barriers to greater prosperity such as ethnic minority groups.</p> <p>The objectives are delivered through the policies of the Plan. Each objective being delivered by a variety of policies.</p>		<p>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>
--	--	---

Protected Characteristic: Religion or belief		
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 in line with the "Altogether Better for People" aim.	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).	As 1) & 2) above
The objectives are delivered through the policies of the Plan. Each objective being delivered by a variety of policies.		

	<p>Different methodologies will be used to effectively engage with a variety of user groups/consultees, including:</p> <ul style="list-style-type: none"> <li>• Workshops (will assess access)</li> <li>• Leaflets</li> <li>• Email</li> </ul>	
--	--	--

Protected Characteristic: <b>Sex (gender)</b>		
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>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 are</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"> <li>• Educational attainment</li> <li>• Employment – particularly work patterns, ‘traditional’ work roles</li> <li>• Equal pay</li> <li>• Care responsibilities and gender – linked to access to services and employment</li> <li>• Health – in relation to gender prevalence of certain conditions and access to information/advice/care</li> <li>• Personal safety concerns – also linked to age with issues for e.g. younger men or older women living alone.</li> </ul>	<p>As 1) &amp; 2) above</p> <p>3) Policy 31 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’. Policy wording and options will be discussed as part of the Preferred Options consultation and changed if necessary.</p>

<p>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><b>Objective 11: High Quality Design</b> 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><b>Objective 13: Tackling Deprivation and Inequalities</b> 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 29 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 policies.</p>	<p>The housing need analysis is now based upon the Government methodology. The 73% employment rate set out in the Issues and Options was proposed within the context of a methodology for assessing housing needs which has subsequently been superseded.</p>	
--	---	--

#### Protected Characteristic: **Sexual orientation**

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 in line with the “Altogether Better for People” aim 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 31) and General Development Principles (Policy 1). Both emphasise safety of all.</p>	<p>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, gay or bisexual (LGB). This would amount to between 25,000 and 35,000 people in County Durham.</p> <p>Different methodologies will be used to effectively engage with a variety of user groups/consultees, including:</p> <ul style="list-style-type: none"> <li>• Workshops (will assess access)</li> <li>• Leaflets</li> <li>• Email</li> </ul>	As 1) & 2) above

Protected Characteristic: <b>Transgender</b>		
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 in line with the “Altogether Better for People” aim 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</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>	As 1) & 2) above

<p>policies. Examples of policies which deliver the objectives related to this protected characteristic would be Sustainable Design in the Built Environment (Policy 31) and General Development Principles (Policy 1). Both emphasise safety of all.</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 Plan Preferred Options 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?
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 Preferred Options.	Policy Officer, Spatial Planning Team  Spatial Policy Manager		County Durham Plan Pre-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 Pre-Submission Draft and Submission stages.
3) Any representations received during this stage which would have a bearing upon policies or options will be considered. Further engagement will be needed. Continue to consult in accordance with Statement of Community Involvement.	Policy Officer, Spatial Planning Team  Spatial Policy Manager		EQIA of County Durham Plan Pre-Submission Draft.

## Review

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	Autumn/Winter 2018 – post POs consultation and changes, going into Pre-Submission Draft

## **Sign Off**

Lead officer sign off: Spatial Planning Team Leader	Date: 18.5.2018
Service equality representative sign off: Equalities Team Leader	Date: 18.5.2018

Please return the completed form to your service equality representative and forward a copy to [equalities@durham.gov.uk](mailto:equalities@durham.gov.uk)