

Statement of Community Involvement 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

Service/Team or Section	RED/Spatial Policy Team
Lead Officer	Michelle Robinson
Title	Spatial Planning Team Leader
MTFP Reference (if relevant)	N/A
Cabinet Date (if relevant)	13.06.18
Start Date	March 2016
Review Date	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 Statement of Community Involvement (SCI) – sets out the Council's strategy for enabling effective community involvement and consultation for the development of the Local Plan, Neighbourhood Plans and for planning applications and Permission in Principle. It also sets out how neighbourhood planning groups can meet their community engagement obligations, including front loading and targeting specific groups.

The aim of the statement is to provide clear guidance of how the community, key stakeholders and developers can be involved within planning processes and planning applications within County Durham. It aims to ensure that as wide an audience as possible is consulted and within good time. It sets out key groups we will engage with, including 'hard to reach' or 'easy to overlook' groups. It also sets out how feedback will be provided. We will continue to review our consultation techniques to ensure the most effective means are used to seek views to help access these groups in particular. There are a range of existing meetings and forums, which can be tapped into, including the County Durham Partnership thematic groups and the voluntary sector. There are a number of networks

covering particular sections of the community which can be used to engage those groups with protected characteristics.

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 SCI. This includes the general public, anyone previously interested in planning consultations (on our Objective database), Council Staff, Elected Members, developers and landowners, various partners, stakeholders from various sectors and interest groups or communities, AAPs, Town/Parish Councils, Neighbourhood Forums and statutory consultees as defined by the Government.

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 positive impacts for all of the protected groups. The SCI aims to improve involvement of the County's communities in the planning process through a variety of means. The SCI ensures that a clear process to community involvement and consultation is enabled within the planning process in the County and will undertake many different methodologies/approaches to engagement that are tailored to individual and group needs. The aim is to have an inclusive approach and therefore has a positive impact for all.

The aim of the planning process is to improve communities, the economy and the environment for the benefit of all. The SCI aims for equality of opportunity for involvement across all the protected characteristics. The Local Plan and the planning process aim to address other equality issues relating to 'spatial planning' (planning spaces and places) which can be linked to protected characteristics such as public transport, quality of place, and issues that are specific to rural communities.

In relation to the planning process and specific planning applications, the process to consult is different. Engagement equality impact is very much locality specific depending on the scale of a planned development. For instance, statutory procedures dictate the remit of consultation, key consultees and those close to development, however, for larger developments there is greater need to ensure engagement is appropriate and takes consideration of all equality and diversity issues.

The following examples from the SCI show potential positive impacts for some protected characteristic groups:

- The SCI details how people can be involved in the Local Plan process. This will give all communities the opportunity to comment on the quantity, distribution and scope of Development Management policies as well as other issues identified.
- The SCI also details how people can be involved in the Development Management process. This can give people an opportunity to influence such issues as accessibility by public transport; promoting legibility, accessibility and permeability; safe and attractive places; design measures to reduce actual or perceived opportunities for crime and/or anti-social behaviour; and prioritising the needs of cyclists, public transport users, pedestrians and disabled people.

- The involvement of communities in the Neighbourhood Planning process gives communities the chance to influence development in their own area (subject to proposals being in line with the strategic policies of the Local Plan). This gives an opportunity for all to be involved and to influence issues which would affect protected characteristics such as accessibility and safety.
- It details how targeting may be necessary for certain groups, both in the consultation on the Local Plan and also as an example of how neighbourhood planning groups can fulfil their community engagement obligations. This can benefit all protected characteristics groups.

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.

There is national, regional and local evidence available which shows that people with certain protected characteristics can face barriers in employment, access to services and information, participation in decision making and in consultation. 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>

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: Principal Policy Officer, Spatial Policy Team	Date: 18.05.18
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Service equality representative sign off: Equality and Diversity Officer	Date: 22.05.2018
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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?	Record of evidence to support or explain your conclusions on impact.	What further action or mitigation is required?
<p>The SCI aims to reduce inequalities in line with the “Altogether Better for People” aim by ensuring that consultation and the planning system is accessible to all.</p> <p>The SCI aims to address the needs of young people, whether the very young or the student population. This links to SCS theme of Altogether Better for Children and Young People and the Government’s Every Child Matters.</p> <p>The SCI also aims to address the needs of the working population and older people.</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. 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) Monitoring of impact will be carried out as part of Development Management, Local Plan and Neighbourhood Planning process.</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> <p>Particularly focussed consultation with both older people and young people will take place as part of the consultation on the Local Plan.</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"> • Workshops (will assess access) • Leaflets • Email <p>Instagram, Twitter and Facebook will be used to engage with younger people who can be hard to reach.</p>	
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Protected Characteristic: Disability		
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 SCI aims to reduce inequalities in line with the "Altogether Better for People" aim by ensuring that consultation and the planning system is accessible to all. This aims	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.	As 1) above 2) Reasonable adjustments will be made where required.

<p>to eliminate disadvantage for those without access to a car or the internet, disabled people, older people or those with limited mobility. This includes rural areas where accessibility is more problematic for some people. It will also help in promoting inclusion and positive attitudes towards disabled people.</p> <p>Our commitment to meaningful consultation includes making documents and information available in Braille, large print, or audio version.</p> <p>We will consider access to information and accessibility of venues for consultation events. Reasonable adjustments for disabled people will be made where necessary including building access and request for documentation in other formats such as large print.</p>	<p>The INA identified that “Personal safety” is the highest critical need identified for people with learning difficulties.</p> <p>Particularly focussed consultation with both older people and disabled people will take place as part of the consultation on the Local Plan.</p> <p>We will proactively work with disability groups to ensure opinions on the Local Plan are incorporated through the consultation process and where necessary through planning applications. Statutory duties are adhered to and considered through the planning application process.</p>	
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Protected Characteristic: Marriage and civil partnership (workplace only)		
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	As 1) above

Protected Characteristic: Pregnancy and maternity		
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 SCI aims to reduce inequalities in line with the “Altogether Better for People” aim by ensuring that consultation and the planning system is accessible to all.</p> <p>The Local Plan includes themes which are relevant to pregnancy and maternity such as health, accessibility and transport links.</p>		As 1) above
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Protected Characteristic: Race (ethnicity)		
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 SCI aims to reduce inequalities in line with the “Altogether Better for People” aim by ensuring that consultation and the planning system is accessible to all.</p> <p>Our commitment to meaningful consultation includes making documents and information available translated into another language.</p> <p>The role of arts and culture (which could include different cultures) should be explored in making engagement stimulating and enjoyable.</p> <p>The SCI recognises target groups for consultation and these include known community organisations which could include community organisations for minority ethnic groups.</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>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>As 1) above</p> <p>3) Translation and interpretation requests will be considered in line with corporate guidance.</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"> • Workshops (will assess access) • Leaflets • Email 	
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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?
<p>The SCI aims to reduce inequalities in line with the “Altogether Better for People” aim by ensuring that consultation and the planning system is accessible to all.</p> <p>The SCI recognises target groups for consultation and these include known community organisations which could include faith groups.</p>	<p>In County Durham 72 percent of people state their religion as Christian; around 0.20% percent as Buddhist; 0.1% Hindu; 0.40% Muslim, 0.11% Sikh, 0.04% Jewish and 27 percent as having either no religion or not stating their religion (Census 2011).</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"> • Workshops (will assess access) • Leaflets • Email 	<p>As 1) above</p>

Protected Characteristic: Sex (gender)		
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 SCI aims to involve both men and women. Equality of opportunity for all is an overall aim.</p> <p>The Local Plan includes themes which are relevant to gender such as employment, accessibility, transport links and crime.</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>As 1) above</p>

<p>The issues of personal safety, crime and fear of crime are also relevant and can be influenced through the Development Management process.</p>	<p>Evidence from Joint Strategic Needs Assessment (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 • 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. 	
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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 SCI aims to reduce inequalities in line with the “Altogether Better for People” aim by ensuring that consultation and the planning system is accessible to 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>	<p>As 1) above</p>

	<ul style="list-style-type: none"> • Workshops (will assess access) • Leaflets • Email <p>Particularly focussed consultation with groups will take place as part of the consultation on the Local Plan if appropriate.</p>	
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Protected Characteristic: Transgender		
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 issues of personal safety, crime and fear of crime are relevant to transgender people. These can be influenced through engagement with the planning process whether through the Plan or the Development Management process.	<p>We have no accurate information on transgender populations.</p> <p>Transgender – lack of local information/evidence on transgender issues; privacy and data protection.</p> <p>Particularly focussed consultation with groups will take place as part of the consultation on the Local Plan if appropriate.</p>	As 1) above

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.
The Statement of Community Involvement (SCI) has been produced in line with Government policy. The SCI has been developed since 2010, and reviewed in 2012, March 2016, and now (June 2018). As a consultation strategy, it aims to promote equality for all through its objectives and particularly better access to the planning process in the County and therefore make communities more sustainable.

The SCI will be presented to Cabinet on 13.06.18 to seek agreement to proceed with a four week public consultation. This impact assessment will be reviewed and updated where necessary post consultation.

The SCI has potential to have a positive impact on all protected characteristic groups. We will ensure information is accessible to all, for example, we will produce summary leaflets that succinctly outline the process to get involved with the development of the County Durham. Reasonable adjustments will be made for people with disabilities in order to effectively participate in planning consultation. Translation and interpretation requests will be considered in line with corporate policy.

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 and hence a key aim of the Local Plan, Development Management and Neighbourhood Planning. 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 SCI 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) Monitoring of impact will be carried out as part of DM, Local Plan and Neighbourhood Planning process.	Policy Officer, Spatial Planning Team Spatial Policy Manager	Ongoing	
2) Reasonable adjustments for people with disabilities will be made where required. We will consider the accessibility of venues prior to consultation events.	Policy Officer, Spatial Planning Team Spatial Policy Manager	Complete	
3) Translation and interpretation requests will be considered in line with corporate guidance.	Policy Officer, Spatial Planning Team	Ongoing	

	Spatial Policy Manager		
4) Produce summary leaflets that succinctly outline the process to get involved with the development of the County Durham Plan.	Policy Officer, Spatial Planning Team Spatial Policy Manager	Complete	
5) Include reference to accessibility issues within the SCI document.	Policy Officer, Spatial Planning Team Spatial Policy Manager	Complete	
6) Planning applications – ensure developers are following equality guidelines by reviewing literature and information included within planning applications paperwork.	Policy Officer, Spatial Planning Team Spatial Policy Manager	Ongoing	

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 consultation

Sign Off

Lead officer sign off: Principal Policy Officer, Spatial Policy Team	Date: 22.05.18
Service equality representative sign off: Equality and Diversity Officer	Date: 22.05.18

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