

## Equality Impact Assessment

Please refer to “Equality Impact Assessments Guidance Notes” when completing this form. These can be found on Sharepoint in the Corporate Centre.

### 1. About the policy/service/function

Name of Policy/Service/Function being assessed	Eden Local Plan – Publication Draft	
Job Title of Officer completing EIA	Planning Officer (Policy)	
Department/service area	Planning Policy	
Telephone number and email contact	John.boardman@eden.gov.uk 01768 212276	
Date of Assessment	September 2015	
Main aims and objectives of policy/service/function	Provision of Local Plan for Eden to guide development and inform	
Is this a	(please copy ✓ and place into appropriate box)	
<ul style="list-style-type: none"> <li>• New Policy/service/function or a proposal?</li> <li>• Review of an existing policy?</li> <li>• A changing/updated policy/service/function?</li> </ul>	✓	
	✓	
	✓	
Who are the stakeholders?	<p>The Local Plan will guide development in the District between 2014 and 2031. The document will be of interest to a wide range of stakeholders from those who have an interest in the development or use of land in Eden to those who are simply interested in how the District may change in the future. These include developers, employers, infrastructure providers and residents and employees in Eden.</p>	

## 2. Gathering relevant information, evidence, data and research

Consider the sources of information, evidence, data and research that will help you build up a picture of the likely impacts of your policy/service/function on the protected characteristic groups.

List your sources of information and what they tell you. (Refer to Section 7.0, Step 2 on page 6 of the Guidance Notes).

Information Source	Location of data/information (give a link here if applicable)	What does the data/information tell us?
The Local Plan has previously been consulted upon via electronic means on the web, visits to Parish Councils and drop in sessions through the Housing Allocations and Employment Allocations stage	A document has been prepared to accompany the Local Plan which gives a review of the comments received to date	The comments received to date have informed the current iteration of the Local Plan
Demographic and economic information	Office for National Statistics Cumbria County Council	Future housing demand and job growth
Sustainability Appraisal	Various sources	Informs most sustainable methods of distributing development and creating policies
Habitats Regulation Assessment Scoping	English Nature, Cumbria Records Centre	Possible effects on sites of European importance for wildlife
Flood zone information	Environment Agency, consultancy	Areas where flooding may occur

### 3. Assessing the Impacts – Spatial Strategy

From the information, evidence, data and research you have gathered, use this section to identify the risks and benefits for each of the different protected characteristic groups.

Protected Characteristic Group	Positive Impact or benefit (Y/N)	Negative Impact or risk (Y/N)	No impact (✓)	Details of likely impact(s)	How do you know?	Action required to address impact(s) Give justification if action not possible	Note any opportunities to promote equality
Age	Y			Development located in main towns generally near to services and facilities. Rural development to larger settlements generally to promote access to services and facilities which benefits young and old alike			
Disability	Y			Development located in main towns generally near to services and facilities. Rural development to larger settlements generally to promote access to services and facilities which benefits those needing to access services. Policies on design require accessibility			
Gender			✓				
Race			✓				
Religion or Belief (including			✓				

<b>non-belief)</b>							
<b>Marriage and Civil Partnership</b>			✓				
<b>Pregnancy and Maternity</b>			✓				
<b>Gender Reassignment</b>			✓				
<b>Sexual Orientation</b>			✓				
<b>Rural Resident</b>	Y			Development is to be permitted in larger rural villages and on a local needs or exceptional basis in the more rural areas. Community facilities and their protection are also required under the proposed Plan			

#### 4. Assessing the Impacts – Rural Areas

From the information, evidence, data and research you have gathered, use this section to identify the risks and benefits for each of the different protected characteristic groups.

Protected Characteristic Group	Positive Impact or benefit (Y/N)	Negative Impact or risk (Y/N)	No impact (✓)	Details of likely impact(s)	How do you know?	Action required to address impact(s) Give justification if action not possible	Note any opportunities to promote equality
Age	Y			Plan allows for rural growth, support of rural businesses and tourism opportunities. Also requires consideration of access to facilities and retention of rural facilities such as shops etc which would benefit all ages			
Disability	Y			Plan provides opportunities for housing to provide for older persons and specialist requirements in both urban and rural areas			
Gender			✓				
Race			✓				
Religion or Belief (including non-belief)			✓				
Marriage and Civil Partnership			✓				
Pregnancy and			✓				

<b>Maternity</b>							
<b>Gender Reassignment</b>			✓				
<b>Sexual Orientation</b>			✓				
<b>Rural Resident</b>	Y			The Plan recognises the importance of sustaining rural communities and an allowance for housing and flexibility for employment has been allowed to protect rural services			

## 5. Assessing the Impacts – New Development Guidelines

From the information, evidence, data and research you have gathered, use this section to identify the risks and benefits for each of the different protected characteristic groups.

Protected Characteristic Group	Positive Impact or benefit (Y/N)	Negative Impact or risk (Y/N)	No impact (✓)	Details of likely impact(s)	How do you know?	Action required to address impact(s) Give justification if action not possible	Note any opportunities to promote equality
Age	Y			There is a requirement to consider building for life which considers access and the relationship of development with existing services, facilities and transport links which is to the benefit of all ages			
Disability	Y			Building for Life requirements result in consideration of meeting local needs in terms of housing mix which will take account of requirements for specialist housing			
Gender			✓				
Race			✓				
Religion or Belief (including non-belief)			✓				
Marriage and Civil Partnership			✓				

<b>Pregnancy and Maternity</b>			✓				
<b>Gender Reassignment</b>			✓				
<b>Sexual Orientation</b>			✓				
<b>Rural Resident</b>			✓				



## 6. Assessing the Impacts – Housing

From the information, evidence, data and research you have gathered, use this section to identify the risks and benefits for each of the different protected characteristic groups.

Protected Characteristic Group	Positive Impact or benefit (Y/N)	Negative Impact or risk (Y/N)	No impact (✓)	Details of likely impact(s)	How do you know?	Action required to address impact(s) Give justification if action not possible	Note any opportunities to promote equality
Age	Y			Plan provides for housing based on local needs surveys which identifies both young peoples and older person's requirements. Affordable housing will also be beneficial to all age groups			
Disability	Y			Plan provides opportunities for housing to provide for older persons and specialist requirements			
Gender			✓				
Race	Y			The housing policies include a designation of a site for Gypsies and Travellers to accommodate the needs for this minority group			
Religion or Belief (including non-belief)			✓				
Marriage and			✓				

<b>Civil Partnership</b>							
<b>Pregnancy and Maternity</b>			✓				
<b>Gender Reassignment</b>			✓				
<b>Sexual Orientation</b>			✓				
<b>Rural Resident</b>	Y			Policies allow housing in the rural area as an exception to policy but this can be cross-subsidised with open market housing			

## 7. Assessing the Impacts – Economic

From the information, evidence, data and research you have gathered, use this section to identify the risks and benefits for each of the different protected characteristic groups.

Protected Characteristic Group	Positive Impact or benefit (Y/N)	Negative Impact or risk (Y/N)	No impact (✓)	Details of likely impact(s)	How do you know?	Action required to address impact(s) Give justification if action not possible	Note any opportunities to promote equality
Age	Y			Plan provides for employment opportunities, to help aid in the retention of younger people and skilled workers			
Disability	Y			Plan provides opportunities for employment with access to public transport which could be accessed by people with disabilities if unable to drive			
Gender			✓				
Race			✓				
Religion or Belief (including non-belief)			✓				
Marriage and Civil Partnership			✓				
Pregnancy and Maternity			✓				

<b>Gender Reassignment</b>			✓				
<b>Sexual Orientation</b>			✓				
<b>Rural Resident</b>	Y			Policies support rural diversification and support for rural businesses to retain employment opportunities in the rural area			

## 8. Assessing the Impacts – Environmental

From the information, evidence, data and research you have gathered, use this section to identify the risks and benefits for each of the different protected characteristic groups.

Protected Characteristic Group	Positive Impact or benefit (Y/N)	Negative Impact or risk (Y/N)	No impact (✓)	Details of likely impact(s)	How do you know?	Action required to address impact(s) Give justification if action not possible	Note any opportunities to promote equality
Age	Y			Plan contains requirements for green infrastructure provision and protection of existing spaces which will benefit younger and older people and aid in healthy lifestyle choices			
Disability	Y			Accessibility to green spaces is considered in the Plan			
Gender			✓				
Race			✓				
Religion or Belief (including non-belief)			✓				
Marriage and Civil Partnership			✓				
Pregnancy and Maternity			✓				
Gender Reassignment			✓				

<b>Sexual Orientation</b>			✓				
<b>Rural Resident</b>	Y			The policies recognised that the countryside is an asset for both recreation and the wider rural economy			

**9. Action Planning**

What is the negative/ adverse impact or area for further action?	Actions proposed to reduce/eliminate the negative impact	Who will lead on the action(s)?	Resource implications/ resources required	When? (target completion date)	Monitoring Arrangements

**10. Outcome of Equality Impact Assessment (tick appropriate box)**

**No major change needed** - the analysis shows the policy is robust and evidence shows no potential for discrimination  
**Adjust the policy/service/function** - alternatives have been considered and steps taken to remove barriers or to better advance equality. Complete the action plan.  
**Adverse impact(s) identified but continue** - this will need a justification or reason. Complete the action plan.

✓

**11. Review**

Date of the next review of the Equality Impact Assessment	Next Local Plan Review
Who will carry out this review?	Planning Policy Department