


Equality Impact Assessment

Section	Planning Policy	Officer(s) responsible for the screening/scoping		Matthew Neal, Policy Planner and John Careford, Policy Manager (Planning and Housing)	
Name of Policy/Strategy to be assessed	Stratford-upon-Avon Neighbourhood Development Plan	Date of Assessment	7 th September 2018	Is this a proposed new or existing policy/strategy?	New Policy document
Signature of responsible officer (to be signed after the EqIA has been completed)					

Form A1

INITIAL SCREENING FOR STRATEGIES/POLICIES/FUNCTIONS FOR EQUALITIES RELEVANCE TO ELIMINATE DISCRIMINATION, PROMOTE EQUALITY AND FOSTER GOOD RELATIONS



High relevance/priority



Medium relevance/priority



Low or no relevance/priority

Note:

1. Tick coloured boxes appropriately, and depending on degree of relevance to each of the equality strands
2. Summaries of the legislation/guidance should be used to assist this screening process

Business Unit/Services:	Relevance/Risk to Equalities																													
State the Function/Policy /Service/Strategy being assessed:	Gender			Race			Disability			Sexual Orientation			Religion/Belief			Age			Gender Reassignment			Pregnancy/ Maternity			Marriage/ Civil Partnership (only for staff)					
	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			
Stratford-upon-Avon NDP	x			x			x			x			x			x			x			x			x			x		
<p>Are your proposals likely to impact on social inequalities e.g. child poverty for example or our most geographically disadvantaged communities? If yes please explain how.</p> <p>The Stratford-upon-Avon NDP seeks to have a positive impact on social inequalities by:</p> <ul style="list-style-type: none"> • Promoting high quality affordable and market housing to meet the needs of the Neighbourhood Area through the support of housing schemes to meet local need, identified by current up-to-date evidence such as a Housing Needs Survey; • Promoting a strong and healthy community by supporting new and improved leisure, tourism and community based services and facilities where appropriate; • Promoting new employment opportunities in appropriate locations; protecting and enhancing existing employment sites; promoting employment associated with culture, media and tourism and promoting work/live units; • Safeguarding and enhancing the natural environment and promoting new Local Green Spaces to provide a range of environmental benefits to the community, enhancing the life of residents and those who work in or visit the town. • Protecting and enhancing existing education facilities and supporting new schools to support the increasing population • Protecting and enhancing existing health care provision and supporting any new health care provision in order to meet the demands of an increasing population; • Protecting and enhancing existing community facilities to provide for the health and wellbeing, social, educational, spiritual, leisure and cultural needs of the community as well as supporting new opportunities for such facilities. 																								YES						
<p>Are your proposals likely to impact on a carer who looks after older people or people with disabilities? If yes please explain how.</p>																								NO						

Form A2 – Details of Plan/ Strategy/ Service/ Policy

Stage 1 – Scoping and Defining

(1) What are the aims and objectives of Plan/Strategy/Service/Policy?

Neighbourhood Development Plans are one of a set of community rights brought in by the Localism Act in 2011. Neighbourhood Plans are planning documents which, when 'made' (adopted) by the District Council will become part of the Development Plan for the area, alongside the Core Strategy. The Stratford-upon-Avon Neighbourhood Development Plan (SUANDP) covers the Parish area of Stratford-upon-Avon. Policies included within the Plan will affect the people who live, work and visit the Parish. The Vision Statement for the SUANDP covers the following points:

1. Stratford-upon-Avon will still be instantly recognisable as an historic market town in a beautiful riverside setting. It will have absorbed the additional housing required by SDC but retained its charm and individuality; the historic core will have been sympathetically enhanced and run down areas redeveloped;
2. For residents the town will be liveable: compact, walkable, attractive with good public spaces, culture, a strong local economy and housing choice;
3. Stratford-upon-Avon will also continue to act as a centre for the surrounding area for shops, services and jobs;
4. The town will be much better at accommodating and managing visitors;
5. There will have been an integrated approach to investment in infrastructure and transport, traffic will be less intrusive, and congestion will have been reduced and managed effectively;
6. Tiddington and Alveston will have retained their separate identities; and
7. The Neighbourhood Area will be greener with the addition of appropriate landscaping; green corridors linking up the built-up areas to the adjacent countryside, and appropriate blue infrastructure which can restore and enhance waterways and sustainably manage water.

(2) How does it fit with Stratford District Council's wider objectives?	The SUANDP is consistent with wider objectives contained in the District Council's Sustainable Community Strategy, Housing Strategy, Business and Enterprise Strategy and the adopted Core Strategy.
(3) What are the expected outcomes?	The expected outcomes of the SUANDP are set out in the Vision Statement and associated Strategic Objectives and more specifically within a large number of the individual policies and linked projects.
(4) Which of the groups with protected characteristics is this intended to benefit? (see form A1 for list of protected groups)	The SUANDP is not intended to benefit any one particular group. It is relevant to everyone who will live, work or visits the District over the plan period to some degree.
<u>Stage 2 - Information Gathering</u>	
(1) What type and range of evidence or information have you used to help you make a judgement about the plan/ strategy/ service/ policy?	<p>The evidence base for assessing the SUANDP is the same as the Core Strategy, which includes primary and secondary information. This includes studies commissioned to establish the level of housing provision and associated issues around affordability and deliverability. Additional local evidence has been gathered to inform individual policies within the Plan. The Strategic Environmental Assessment work carried out in relation to the NDP also included consideration of baseline data and the potential for significant effects on people as well as the environment.</p> <p>The Basic Conditions Statement submitted with the NDP contained a short statement at para 5.6 (p.17) stating that the Plan has had regard to fundamental rights and freedoms guaranteed under the European Convention on Human Rights (ECHR) and that it was fully compliant with the Human Rights Act. The Examiner confirmed that there was nothing in the NDP that led her to conclude there was any breach of the Convention or that the Plan was otherwise incompatible with it.</p>

<p>(2) Have you consulted on the plan/ strategy/ service/policy and if so with whom?</p>	<p>The production of the SUANDP has been an iterative process with community consultation over a number of years central to its production. However, the NDP has also been through two formal consultation processes in accordance with The Neighbourhood Planning (General) Regulations 2012. The first being a 6 week Regulation 14 'Pre-Submission' consultation carried out by the Town Council as 'Qualifying Body'. The second 6 week consultation was the Regulation 16 'Formal Submission' consultation carried out by the Local Planning Authority.</p> <p>Groups consulted on the NDP at both consultation stages included:</p> <ul style="list-style-type: none"> • Local businesses • Local residents • Community groups • 'Statutory' consultees listed in the Regulations, including Historic England; Environment Agency and Natural England 		
<p>(3) Which of the groups with protected characteristics have you consulted with?</p>	<p>The consultations set out above were open to all interested parties. The District Council has a database of individuals and organisations that it contacts to inform them of the commencement of consultations. Any individual or group may be placed on the database. This database was shared with the Town Council for the Regulation 14 consultation, for consistency. The only group with protected characteristics that was specifically consulted was Accessible Stratford, in relation to issues of disability.</p>		
<p><u>Stage 3 – Analysis of impact</u></p>			
<p>(1) From your data and consultations is there any adverse or negative impact identified for any particular group which could amount to discrimination?</p> <p>If yes, identify the groups and how they are affected.</p>	<p style="text-align: center;">RACE No</p> <p>No policies in the NDP are targeted towards or against individuals of any race.</p>	<p style="text-align: center;">DISABILITY No</p> <p>No policies in the NDP are targeted towards or against this equality group.</p>	<p style="text-align: center;">GENDER No</p> <p>No policies in the NDP are targeted towards or against either gender.</p>

	<p>MARRIAGE/CIVIL PARTNERSHIP No</p> <p>No policies in the NDP are targeted towards or against this group.</p>	<p>AGE No</p> <p>No policies in the NDP are targeted towards or against people of specific age groups.</p>	<p>GENDER REASSIGNMENT No</p> <p>No policies in the NDP are targeted towards or against this equality group.</p>
	<p>RELIGION/BELIEF No</p> <p>No policies in the NDP are targeted towards or against this equality group.</p>	<p>PREGNANCY MATERNITY No</p> <p>No policies in the NDP are targeted towards or against this equality group.</p>	<p>SEXUAL ORIENTATION No</p> <p>No policies in the NDP are targeted towards or against this equality group.</p>
(2) If there is an adverse impact, can this be justified?	No adverse impacts in relation to the identified groups are anticipated.		
(3) What actions are going to be taken to reduce or eliminate negative or adverse impact? (This should form part of your action plan under Stage 4.)	No negative or adverse impacts are anticipated therefore no actions are needed.		
(4) How does the plan/strategy/service/policy contribute to promotion of equality? If not what can be done?	The SUANDP will contribute to the promotion of equality by seeking to ensure access to suitable and affordable housing, employment opportunities, services and facilities for all.		
(5) How does the plan/strategy/service/policy promote good relations between groups? If not what can be done?	This question is not relevant to the SUANDP.		
(6) Are there any obvious barriers to accessing the service? If yes how can they be overcome?	This question is not relevant to the SUANDP.		

<u>Stage 4 – Action Planning, Review & Monitoring</u>															
<p>If No Further Action is required then go to – Review & Monitoring</p> <p>(1) Action Planning – Specify any changes or improvements which can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.</p>	<p>No further action is required.</p> <p>EqlA Action Plan</p> <table border="1" data-bbox="875 461 2112 576"> <thead> <tr> <th data-bbox="875 461 1120 536">Action</th> <th data-bbox="1120 461 1364 536">Lead Officer</th> <th data-bbox="1364 461 1615 536">Date for completion</th> <th data-bbox="1615 461 1865 536">Resource requirements</th> <th data-bbox="1865 461 2112 536">Comments</th> </tr> </thead> <tbody> <tr> <td data-bbox="875 536 1120 576">N/A</td> <td data-bbox="1120 536 1364 576"></td> <td data-bbox="1364 536 1615 576"></td> <td data-bbox="1615 536 1865 576"></td> <td data-bbox="1865 536 2112 576"></td> </tr> </tbody> </table>					Action	Lead Officer	Date for completion	Resource requirements	Comments	N/A				
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<p>(2) Review and Monitoring State how and when you will monitor policy and Action Plan</p>	<p>The SUANDP does not include a section on Monitoring and Review. However, the Neighbourhood Planning Regulations allow for NDPs to be reviewed and amended as and when the need for change is identified. In such circumstances, the Town Council would work with SDC to amend the Plan as necessary. Should significant sections of the Plan become out of date, a new SUANDP could be produced through the NDP procedures.</p> <p>Should the NDP be reviewed or superseded within the Plan Period (up to 2031), the EqlA would be monitored and updated at the same time as the review of the NDP.</p>														