


## Equality Impact Assessment/ Analysis (EqIA)

<b>Section</b>	<b>Planning Policy</b>
<b>Officer(s) responsible for the screening</b>	<b>Fiona Blundell</b>
<b>Name of Strategy/ Policy/ Service being assessed</b>	<b>Development Requirements Supplementary Planning Document (SPD) – Parts H,I, K O, R</b>
<b>Date of this assessment</b>	<b>January 2019</b>
<b>Is this is a new or existing policy/service?</b>	<b>Once approved, the SPD will supplement the provisions of various policies in the adopted Core Strategy Development Plan Document.</b>
<b>If existing policy/service please state date of last assessment</b>	<b>The final version of the EqIA of the Core Strategy was published in June 2016. This can be downloaded from the following link: <a href="http://www.stratford.gov.uk/corestrategy">www.stratford.gov.uk/corestrategy</a></b>
<b>Signature of responsible officer (to be signed after the EqIA has been completed)</b>	



## 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																										
	Gender			Race			Disability			Sexual Orientation			Religion/Belief			Age			Gender Reassignment			Pregnancy/ Maternity			Marriage/ Civil Partnership (only for staff)		
State the Function/Policy /Service/Strategy being assessed:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Core Strategy	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dev Req. SPD – Part H. Shopfronts and Retail	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dev Req. SPD – Part I. Non- Residential Buildings	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dev Req. SPD – Part K. Holiday Lets and Caravan Parks	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dev Req. SPD – Part O. Parking and Travel	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dev Req. SPD – Part R. Air Quality	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Are your proposals likely to impact on social inequalities e.g. child poverty for example or our most geographically disadvantaged communities? <b>If yes please explain how.</b>																								YES			

<p>In accordance with the Core Strategy, the Development Requirements SPD seeks to have a positive impact on social inequalities by:</p> <ul style="list-style-type: none"> <li>• ensuring that new development provides and/or has access to a range of services and facilities, and enhancing existing facilities where appropriate;</li> <li>• promoting transport choice;</li> <li>• promoting a range of housing tenures and a mix of dwellings;</li> <li>• promoting energy and water efficient housing; and</li> <li>• promoting employment opportunities in accessible locations.</li> </ul>	
<p>Are your proposals likely to impact on a <b>carer</b> who looks after older people or people with disabilities? <b>If yes please explain how.</b></p>	<p><b>NO</b></p>

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

<b><u>Stage 1 – Scoping and Defining</u></b>	
(1) What are the aims and objectives of Plan/Strategy/Service/Policy?	<p>The purpose of the Supplementary Planning Document (SPD) is to provide more detailed advice and guidance regarding the implementation of various planning policies in the adopted Core Strategy. The SPD itself doesn't set new policy. The SPD is structured into separate parts and this EqIA relates to the following:</p> <p>Part H. Shopfronts and Retail            Part I. Non-Residential Buildings            Part K. Holiday Lets and Caravan Parks            Part O. Parking and Travel            Part R. Air Quality</p>
(2) How does it fit with Stratford District Council's wider objectives?	<p>The Core Strategy is consistent with wider objectives contained in the Sustainable Community Strategy, Housing Strategy and Business and Enterprise Strategy. A number of other documents will deliver the high level policies set out in this plan; these include a Site Allocations Local Plan, Gypsy and Traveller Plan, Neighbourhood Development Plans and Supplementary Planning Documents. These documents are required to be in conformity with the 'parent' Core Strategy.</p> <p>On that basis, the Development Requirements SPD is also consistent with the District Council's objectives.</p>

<p>(3) What are the expected outcomes?</p>	<p>The SPD provides certainty to both applicants and the community by setting out further guidance on the expectations of the District Council in respect of the interpretation of its planning policies. Ultimately, the additional advice and guidance will lead to better development outcomes for existing and new residents and a high quality environment. Specifically (and in summary):</p> <p>Part H. advises applicants how to ensure that proposals relating to Hot Food Takeaways achieve a good standard of amenity for the Stratford-upon Avon Town centre and the Main Rural Centres.</p> <p>Part I. advises applicants how to ensure that proposals relating to non –residential buildings achieve a high quality of design.</p> <p>Part K. advises applicants how to ensure that proposals relating to holiday lets and caravan parks achieve a high quality design.</p> <p>Part O. provides advice to applicants on proposals for parking and travel achieve a high quality of design.</p> <p>Part R provides advice to applicants on air quality requirements in new developments</p>
<p>(4) Which of the groups with protected characteristics is this intended to benefit?</p>	<p>Neither the Core Strategy nor the SPD is intended to benefit any one particular group. As such, the SPD is relevant to everyone who will live, work and visit the District.</p>
<p><b><u>Stage 2 - Information Gathering</u></b></p>	
<p>(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>	<p>The evidence base for the Core Strategy includes primary and secondary information. This includes studies commissioned to establish the level of housing provision, issues around affordability and deliverability. The Sustainability Appraisal/Strategic Environmental Assessment (SA/SEA) also includes consideration of baseline data and the potential for significant effects on people. There are numerous references to the Development Requirements SPD throughout the Core Strategy. The SPD is founded on that process.</p>

<p>(2) Have you consulted on the plan/ strategy/ service/policy and if so with whom?</p>	<p>The Statement of Community Involvement (SCI) sets out consultation arrangements for producing planning policy documents. A draft version of the SPD was subject to a six week consultation period from 1 February to 15 March 2019. The consultation comprised the following:</p> <ul style="list-style-type: none"> <li>• A public notice in the Stratford Herald and Midweek newspapers which circulate in the Stratford area;</li> <li>• A specific page on the District Council’s website providing links to the consultation documents and interactive comments form; <a href="http://www.stratford.gov.uk/devreq-spd">www.stratford.gov.uk/devreq-spd</a></li> <li>• Email and letters sent to Parish Councils in the local area, agents and developers, agencies and organisations, and residents on the planning policy database;</li> <li>• Paper copies of the Draft SPD made available for inspection at the District Council offices and libraries in the local area;</li> <li>• 2 ‘drop-in’ sessions to be held at: Stratford-upon-Avon Library on Thursday 21 February from 10.00pm - 2.00pm and Stratford-on-Avon District Council Offices on Wednesday 6 March from 1.00pm – 5.00pm.</li> </ul>
<p>(3) Which of the groups with protected characteristics have you consulted with?</p>	<p>The consultation set out above has been open to all interested parties. The District Council has a database of individuals and organisations that it contacts to inform members of the public prior to the commencement of consultation on a planning policy document. Any individual or group may be placed on the database.</p> <p>Specific groups consulted with included Senior Care Action Network (SCAN), Coventry and Warwickshire MIND, Warwickshire Race and Equality Partnership, Equality and Human Rights Commission, Women’s Business Council, Gypsy Council and National Federation of Gypsy Liaison Groups.</p>

<b><u>Stage 3 – Analysis of impact</u></b>			
<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</p> <p>Core Strategy policies are inclusive of all equality groups.</p> <p>Parts of the Developments will be expected to achieve this objective.</p>	<p style="text-align: center;">DISABILITY</p> <p>The Core Strategy includes policies relating to the provision of specialised accommodation, adaptation of existing housing and flexible design that will positively address the changing needs of occupiers.</p> <p>In terms of transport planning the Core Strategy seeks to ensure that development considers the need for public transport provision and appropriate car parking.</p> <p>Whilst the SPD as a whole will be expected to achieve these objectives, Parts H, I, K, O and R will only do so indirectly.</p>	<p style="text-align: center;">GENDER</p> <p>The Core Strategy includes policies on design, which encourage consideration of crime and fear of crime. The Core Strategy seeks to improve public transport provision and encourage cycling. It encourages provision of services and facilities and retention of existing facilities, this will be important for those that do not have access to a car.</p> <p>Parts H, I, K O and R of the Development Requirements SPD will be expected to achieve this objective.</p>

	MARRIAGE/CIVIL PARTNERSHIP	AGE	GENDER REASSIGNMENT
	<p>The legislative requirements relating to this group are only relevant in the context of the District Council's role as an employer and are not therefore relevant to the EqIA for the SPD.</p>	<p>The Core Strategy includes policies relating to the provision of specialised accommodation, adaptation of existing housing and flexible design that will positively address the changing needs of occupiers. The Core Strategy also seeks to ensure that a range of housing is delivered, including a range of tenures and size of dwellings that will be attractive to people of all ages.</p> <p>In terms of transport planning the Core Strategy seeks to ensure that development considers the need for public transport provision and appropriate car parking.</p> <p>The Core Strategy also allocates land for employment with the aim of increasing employment opportunities in the district for the economically active of all ages.</p> <p>Whilst the SPD as a whole will be expected to achieve these objectives, Parts H, I, K, O and R will only do so indirectly.</p>	<p>No policies in the Core Strategy are targeted towards or against this group.</p> <p>On that basis, the SPD does not seek to do so.</p>



	RELIGION/BELIEF	PREGNANCY / MATERNITY	SEXUAL ORIENTATION
(2) If there is an adverse impact, can this be justified?	<p>No policies in the Core Strategy are targeted towards or against this equality group.</p> <p>The Core Strategy includes policies relating to the protection of existing community facilities and the provision of new ones. This could help ensure that appropriate places of worship are available.</p> <p>Parts H, I, K, O and R of the Development Requirements SPD will be expected to achieve this objective.</p>	<p>No policies in the Core Strategy are targeted towards or against this equality group.</p> <p>The Core Strategy includes policies relating to the protection of existing community facilities and the provision of new ones. It is anticipated that this will include health facilities that provide pre- and post-natal care.</p> <p>Parts H, I, K, O and R of the Development Requirements SPD will be expected to achieve this objective.</p>	<p>No policies in the Core Strategy are targeted towards or against this equality group.</p> <p>On that basis, the SPD does not seek to do so.</p>
(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 adverse impacts in relation to the identified groups are anticipated.		
(4) How does the plan/strategy/service/policy contribute to promotion of equality? If not what can be done?	No negative or adverse impacts are anticipated; therefore no actions are needed.		
(5) How does the plan/strategy/service/policy promote good relations between groups? If not what can be done?	Parts H, I, K, O and R of the SPD are not considered to directly contribute to the promotion of equality other than helping to ensure the effective implementation of the Core Strategy as a whole.		
	Parts H, I, K, O and R of the SPD will help ensure a better quality environment and therefore better integration of the scheme and any occupiers with the existing environment and community therefore promoting good relationships.		

(6) Are there any obvious barriers to accessing the service? If yes how can they be overcome?	This question is not relevant to the SPD.
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<b><u>Stage 4 – Action Planning, Review &amp; Monitoring</u></b>	
<p>If No Further Action is required then go to – Review &amp; 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>	No Further Action is required
(2) Review and Monitoring State how and when you will monitor policy and Action Plan	<p>A Monitoring Report is produced by the District Council on an annual basis to review the effectiveness of policies and proposals in the Core Strategy.</p> <p>This will assess the implementation of Core Strategy policies.</p>

**NB: The SPD relates to a number of policies within the Core Strategy. Each Part of the SPD lists the most relevant policies. The Core Strategy can be viewed on the Council’s website at [www.stratford.gov.uk/corestrategy](http://www.stratford.gov.uk/corestrategy).**