


Equality Impact Assessment/ Analysis (EqIA)

Section	Planning Policy
Officer(s) responsible for the screening	Jo Bozdoganli
Name of Strategy/ Policy/ Service being assessed	Site Allocations Plan Further Focused Consultation
Date of this assessment	February 2019
Is this is a new or existing policy/service?	Once adopted, the Site Allocations Plan will form part of the statutory Development Plan for the District, alongside the Core Strategy.
If existing policy/service please state date of last assessment	The final version of the EqIA of the Core Strategy was published in June 2016. This can be downloaded from the following link: www.stratford.gov.uk/corestrategy
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																										
	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 checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Core Strategy	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gateway/Cultural Quarter Zone	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Quinton Rail Technology Centre	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
A46 Safeguarding	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Employment Exception Sites	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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. In accordance with the Core Strategy, the Site Allocations Plan Further Focused Consultation seeks to have a positive impact on social inequalities by bringing forward new proposals to secure additional jobs, a mix of homes, public realm improvements, improving accessibility, reducing congestion and pollution and improving road safety.																									YES		
Are your proposals likely to impact on a carer who looks after older people or people with disabilities? If yes please explain how.																									NO		

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

<u>Stage 1 – Scoping and Defining</u>	
(1) What are the aims and objectives of Plan/Strategy/Service/Policy?	<p>The Site Allocations Plan forms part of the Statutory Development Plan for the District setting out proposals for future development and helping to shape the future of the District to 2031. The Further Focused Consultation identifies 4 specific proposals that have emerged since the revised SAP Scoping Consultation in Spring 2018; primarily arising from the work on the Council’s new Local Industrial and Economic Development Strategy and funding announcements in respect of the future of the A46; part of the West Midlands Strategic Road Network.</p> <p>The 4 proposals are:</p> <ul style="list-style-type: none">• Gateway/Cultural Quarter• Quinton Rail Technology Centre• A46 Safeguarding• Employment Exception Sites
(2) How does it fit with Stratford District Council’s wider objectives?	<p>The Further Focused consultation document is consistent with wider objectives contained in the Core Strategy, Sustainable Community Strategy, Housing Strategy, and Local Industrial and Economic Development Strategy. It is also consistent with neighbourhood plans.</p> <p>The Further Focused consultation document is also consistent with the District Council’s objectives, as expressed in its Corporate Strategy.</p>

(3) What are the expected outcomes?	<p>The consultation document is expected to provide certainty to both applicants and the community::</p> <ul style="list-style-type: none"> • Gateway/Cultural Quarter – to support and help co-ordinate a mixed-use rejuvenation of part of Stratford-upon-Avon town centre, including leisure, retail, employment, housing, public realm and built environment improvements • Quinton Rail Technology Centre – to retain and support an existing employment site • A46 Safeguarding – to safeguard land at 3 key junctions on the A46 to enable improvements to be implemented when future funding arrangements are in place • Employment Exception Sites – to support ‘windfall’ employment development adjacent to settlements that meet identified needs
(4) Which of the groups with protected characteristics is this intended to benefit?	<p>Neither the Core Strategy nor the Site Allocations Plan is intended to benefit any one particular group. As such, the document is relevant to everyone who will live, work and visit the District.</p>
<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 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.</p>
(2) Have you consulted on the plan/ strategy/ service/policy and if so with whom?	<p>The Statement of Community Involvement (SCI) sets out consultation arrangements for producing planning policy documents. The Further Focused Consultation is subject to 6 weeks consultation to 18th march 2018. A specific page on the District Council’s website providing links to the consultation documents and interactive comments form; www.stratford.gov.uk/siteallocations.</p>

<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>		
<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</p> <p>Core Strategy and Site Allocation Plan policies are inclusive of all equality groups.</p>	<p style="text-align: center;">DISABILITY</p> <p>The resultant public realm enhancements and improvements to accessibility would be relevant to this particular group.</p>	<p style="text-align: center;">GENDER</p> <p>The resultant public realm enhancements and improvements to accessibility would be relevant to this particular group, in terms of reducing fear of crime. 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>

	MARRIAGE/CIVIL PARTNERSHIP	AGE	GENDER REASSIGNMENT
	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 SAP.	The resultant public realm enhancements and improvements to accessibility would be relevant to this particular group, in terms of reducing fear of crime. 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. Additional housing, including specialised housing could also be provided.	No policies in the Core Strategy and Site Allocations Plan are targeted towards or against this group. On that basis, this consultation does not seek to do so.
(2) If there is an adverse impact, can this be justified?	RELIGION/BELIEF	PREGNANCY / MATERNITY	SEXUAL ORIENTATION
	No policies in the Core Strategy and Site Allocations Plan are targeted towards or against this group. On that basis, this consultation does not seek to do so.	No policies in the Core Strategy and Site Allocations Plan are targeted towards or against this group. On that basis, this consultation does not seek to do so.	No policies in the Core Strategy and Site Allocations Plan are targeted towards or against this group. On that basis, this consultation does not seek to do so.
(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.		
	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 Further Focused Consultation is not considered to directly contribute to the promotion of equality other than setting out proposals that will benefit the community and help achieve sustainable development to 2031.
(5) How does the plan/strategy/service/policy promote good relations between groups? If not what can be done?	The Further Focused Consultation will help ensure a better quality environment and public realm therefore promoting good relationships within the community.
(6) Are there any obvious barriers to accessing the service? If yes how can they be overcome?	This question is not relevant.

<u>Stage 4 – Action Planning, Review & Monitoring</u>	
If No Further Action is required then go to – Review & Monitoring (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.	No Further Action is required
(2) Review and Monitoring State how and when you will monitor policy and Action Plan	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. This will assess the implementation of Core Strategy and Site Allocation policies.