


Equality Impact Assessment/ Analysis (EqIA)

Section	Planning Policy
Officer(s) responsible for the screening	Paul Harris
Name of Strategy/ Policy/ Service being assessed	Site Allocations Plan Revised Preferred Options Consultation
Date of this assessment	June 2022
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																										
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)		
	ü	ü	ü	ü	ü	ü	ü	ü	ü	ü	ü	ü	ü	ü	ü	ü	ü	ü	ü	ü	ü	ü	ü	ü	ü	ü	ü
Policies																											
Policy SAP.1 Identifying reserve Housing Sites			ü			ü			ü			ü			ü			ü			ü			ü			ü
Policy SAP.2 Reserve Housing Sites in Neighbourhood Plans			ü			ü			ü			ü			ü			ü			ü			ü			ü
Policy SAP.3 Releasing Reserve Housing Sites			ü			ü			ü			ü			ü			ü			ü			ü			ü
Policy SAP.4 Meeting the needs of Greater Birmingham & Black Country HMA			ü			ü			ü			ü			ü			ü			ü			ü			ü

Policy SAP.5 Applications for Reserve Housing Sites			ü			ü			ü				ü			ü			ü			ü
Policy SAP.6 Providing for Self-Build and Custom Housebuilding			ü			ü			ü				ü			ü			ü			ü
Policy SAP.7 Delivering for Self-Build and Custom Housebuilding			ü			ü			ü				ü			ü			ü			ü
Policy SAP.8 Built-up Area Boundaries			ü			ü			ü				ü			ü			ü			ü
Policy SAP.9 Employment Enabling Sites			ü			ü			ü				ü			ü			ü			ü
Policy SAP.10 A46 Safeguarding			ü			ü			ü				ü			ü			ü			ü
Specific Site Proposals																						
Proposal SUA.2: South of Alcester Road, Stratford-upon-Avon			ü			ü			ü				ü			ü			ü			ü
Proposal SUA.4: Atherstone Airfield, near Stratford-upon-Avon			ü			ü			ü				ü			ü			ü			ü
Proposal SUA.5: East of Shipston Road, Stratford-upon-Avon			ü			ü			ü				ü			ü			ü			ü
Proposal SUA.6: Stratford-upon-Avon Gateway			ü			ü			ü				ü			ü			ü			ü

Proposal SUA.7: Rother Street/Grove Road, Stratford-upon- Avon			ü			ü			ü			ü			ü			ü			ü			ü
Proposal SUA 8: Land at Stratford-upon- Avon College, Alcester Road, Stratford-upon-Avon			ü			ü			ü			ü			ü			ü			ü			ü
Proposal STUD.1: Studley Centre			ü			ü			ü			ü			ü			ü			ü			ü
Proposal RURAL.1: Napton Brickworks			ü			ü			ü			ü			ü			ü			ü			ü
Proposal RURAL.2: University of Warwick Campus, near Wellesbourne			ü			ü			ü			ü			ü			ü			ü			ü
Proposal RURAL.3: Long Marston Rail Innovation Centre			ü			ü			ü			ü			ü			ü			ü			ü
Proposal RURAL 4: Meon Vale Local Green Space			ü			ü			ü			ü			ü			ü			ü			ü
Proposal RURAL 5: Long Marston Airfield Phase 1b			ü			ü			ü			ü			ü			ü			ü			ü
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 Revised Preferred Options 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>	
<p>(1) What are the aims and objectives of Plan/Strategy/Service/Policy?</p>	<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 Site Allocations Plan sits alongside the Core Strategy and, once adopted, will form part of the Development Plan for Stratford-on-Avon District. These documents, along with Neighbourhood Plans prepared by parish councils, set out the principles and policies against which planning applications are judged. The context for the Site Allocations Plan is set by the Core Strategy which was adopted in July 2016. The Preferred Options Consultation identifies 10 policies and 12 specific site proposals that have emerged through various stages of Plan preparation.</p> <p>The 10 policies are:</p> <ul style="list-style-type: none">· SAP.1 – Identifying Reserve Housing Sites· SAP.2 – Reserve Housing Sites in Neighbourhood Plans· SAP.3 – Releasing Reserve Housing Sites· SAP.4 – Meeting the needs of Greater Birmingham & Black Country Housing Market Area· SAP.5 – Applications for Reserve Housing Sites· SAP.6 – Providing for Self-Build and Custom Housebuilding· SAP.7 – Delivering Self-Build and Custom Housebuilding· SAP.8 – Built-up Area Boundaries· SAP.9 – Employment Enabling Sites· SAP.10 – A46 Safeguarding <p>The 12 site specific proposals are:</p> <ul style="list-style-type: none">· SUA.2 – South of Alcester Road, Stratford-upon-Avon· SUA.4 – Atherstone Airfield· SUA.5 – East of Shipston Road, Stratford-upon-Avon· SUA.6 – Stratford-upon-Avon Gateway· SUA.7 – Rother Street/Grove Road/Greenhill Street, Stratford-upon-Avon· SUA.8 – Land at Stratford-upon-Avon College, Alcester Road, Stratford-upon-Avon· STUD.1 – Studley Centre· RURAL.1 – Napton Brickworks· RURAL.2 – University of Warwick, Wellesbourne Campus· RURAL.3 – Long Marston Rail Innovation Centre· RURAL.4 - Meon Vale Local Green Space· RURAL.5 - Long Marston Airfield Phase 1b

<p>(2) How does it fit with Stratford District Council's wider objectives?</p>	<p>The Revised Preferred Options consultation document is consistent with wider objectives contained in the Core Strategy, Housing Strategy, and Local Industrial and Economic Development Strategy. It is also consistent with 'made' Neighbourhood Plans.</p> <p>The Revised Preferred Options consultation document is also consistent with the District Council's corporate objectives as expressed in its Council Plan 2019-2023.</p>
<p>(3) What are the expected outcomes?</p>	<p>The consultation document is expected to provide certainty to both applicants and the community:</p> <ul style="list-style-type: none"> · Reserve Housing Sites – to rectify any identified shortfall in housing delivery in order to maintain a 5 year supply of housing and to contribute to meeting any identified additional need for housing arising from either within Stratford-on-Avon District or from surrounding areas. · Self-build and Custom Housebuilding – to establish a policy to enable the Council to meet its requirement to grant planning permission for enough suitable, serviced plots to meet the demand for self-build and custom housebuilding in its area. · Built Up Area Boundaries –to distinguish between land inside the settlement where new development is acceptable 'in principle' from land outside the settlement where, subject to certain exemptions, development is generally not acceptable. Settlement boundaries therefore help prevent encroachment into the countryside. · Employment Exceptions Sites - to support 'windfall' employment development in suitable locations that meet identified needs · A46 Safeguarding - to safeguard land at two key junctions on the A46 to enable improvements to be implemented when future funding arrangements are in place · Specific Site Proposals – identify a range of land use allocations identifying acceptable uses, anticipated timescales for delivery and any site specific requirements

<p>(4) Which of the groups with protected characteristics is this intended to benefit?</p>	<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 in, work in and visit the District.</p>
<p><u>Stage 2 - Information Gathering</u></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 and Site Allocations Plan includes primary and secondary information. This includes studies commissioned to establish the level of housing provision, issues around affordability and deliverability including an up-to-date Strategic Housing Land Availability Assessment (SHLAA). The Sustainability Appraisal/Strategic Environmental Assessment (SA/SEA) also includes consideration of baseline data and the potential for significant effects on people. A Strategic Flood Risk Assessment (SFRA) has also been produced and used to inform the Plan. Specific technical evidence on heritage, landscape and infrastructure capacity has also been used in producing the Plan.</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. The Revised Preferred Options Consultation is subject to 6 weeks consultation from 16 June to 29 July 2022. A specific page on the District Council's website provides links to the consultation documents and interactive comments form; www.stratford.gov.uk/sap22.</p>
<p>(3) Which of the groups with protected characteristics have you consulted with?</p>	<p>The consultation set out above is open to all interested parties to participate. The District Council has a database of individuals and organisations that it contacts to inform members of the public and other interested parties at the commencement of consultation on a planning policy document. Any individual, business or group may be placed on the database.</p> <p>Specific groups consulted include 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>

Stage 3 – Analysis of impact			
<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>RACE</p> <p>Core Strategy and Site Allocation Plan policies are inclusive of all equality groups.</p>	<p>DISABILITY</p> <p>The resultant public realm enhancements and improvements to accessibility would be relevant to this particular group. In addition, the identification of reserve housing and self-build and custom-build housing sites, along with the identification of settlement boundaries is relevant to this particular group.</p>	<p>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>
	<p>MARRIAGE/CIVIL PARTNERSHIP</p> <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 SAP.</p>	<p>AGE</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. In addition, the identification of reserve housing and self-build and custom-build housing sites, along with the identification of settlement boundaries is relevant to this particular group. Additional housing, including specialised housing could also be provided.</p>	<p>GENDER REASSIGNMENT</p> <p>No policies in the Core Strategy and Site Allocations Plan are targeted towards or against this group.</p> <p>On that basis, this consultation 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 and Site Allocations Plan are targeted towards or against this group.</p> <p>On that basis, this consultation does not seek to do so.</p>	<p>No policies in the Core Strategy and Site Allocations Plan are targeted towards or against this group.</p> <p>On that basis, this consultation does not seek to do so.</p>	<p>No policies in the Core Strategy and Site Allocations Plan are targeted towards or against this group.</p> <p>On that basis, this consultation 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?	The Revised Preferred Options Consultation is not considered to directly contribute to the promotion of equality other than setting out proposals that will benefit the community as a whole and help achieve sustainable development to 2031.		
(6) Are there any obvious barriers to accessing the service? If yes, how can they be overcome?	The Revised Preferred Options Consultation will help ensure a better quality environment and public realm therefore promoting good relationships within the community.		
	This question is not relevant.		

<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>(2) Review and Monitoring State how and when you will monitor policy and Action Plan</p>	<p>A Monitoring Report is produced by the District Council on an annual basis to review the effectiveness of policies and proposals in the Development Plan.</p> <p>This will assess the implementation of Site Allocations Plan policies once it is adopted.</p>