

Equality Impact Assessment – 'One Vision, One Vision' A Draft Strategy for People and Places in the Braintree District to 2025 (Comprising Core Strategy Preferred Options and Community Strategy)	Agenda Item 12
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Portfolio Area:	Nigel Harley
Report Presented by:	Eleanor Dash

Background Papers:	<ul style="list-style-type: none"> • Braintree District Council – Equality Impact Assessment Toolkit.
Corporate Implications:	<ul style="list-style-type: none"> • Financial - None • Legal – Race Relations (Amendment Act) 2000 Sex Discrimination Regulations 1999 Employment Equality Regulations 2005 Civil Partnership Act 2005 Disability Discrimination Act 1995 Age Discrimination 2006 Human Rights Act 1998 • Equalities and Diversity – The Equality Impact Assessment determines if the 'Draft Strategy for People and Places in the Braintree District to 2025' would have any adverse impact or illegal discrimination or unmet need or requirements relating to the various equality groups. • Customer Impact – The legislation requiring an equality impact assessment imposes a duty on local authorities to promote equality and tackle discrimination related to age, disability, gender, race, religion/belief, sexual orientation and social inclusion. This inevitably has a positive customer impact. • Environment and Climate Change - None
Options:	<ol style="list-style-type: none"> 1. To approve the Equality Impact Assessment for the 'Draft Strategy for People and Places in Braintree District to 2025'. 2. To not approve the Equality Impact Assessment for the 'Draft Strategy for People and Places in Braintree District to 2025'.

Risks:

- The Equality Impact Assessment is required under legislation. Non compliance with the legislation could potentially risk legal challenges from equality groups.

Executive Summary:

Local Authorities are required under legislation to undertake an Equality Impact Assessment (EQIA) when reviewing or developing new policies, strategies and functions to determine if there is an adverse impact or illegal discrimination or any unmet need or requirements.

The Equality Impact Assessment for the 'Draft Strategy for People and Places in Braintree District to 2025' (*which is a joint framework for Sustainable Community Strategy and Preferred Options Core Strategy*) has been prepared retrospectively.

The Equality Impact Assessment has assessed the aims and objectives of the 'Draft Strategy for People and Places in Braintree District to 2025' and has concluded no adverse impact on the following equality groups age, disability, gender, race, religion/belief, sexual orientation and social inclusion.

The Equality Impact Assessment will need to be revised and updated for the submission document of the Core Strategy, which will be subject to a further public consultation.

Decision

To approve the Equality Impact Assessment for the 'Draft Strategy for People and Places in Braintree District to 2025'.

Equality Impact Assessment

Introduction

Local Authorities are required under legislation to undertake an Equality Impact Assessment (EQIA) when reviewing or developing new policies, strategies and functions to determine if there is any adverse impact, or illegal discrimination, or any unmet need or requirements.

This duty is set out in the Race Relation (Amendment) Act 2000 under which all public authorities have a duty to:

- Eliminate unlawful racial discrimination
- Promote equality of opportunity
- Promote good relations between people of different racial groups

Other relevant acts include Sex Discrimination Act 1975, the Sex Discrimination (Gender Reassignment) Regulations 1999, the Gender Recognition Act 2004, Employment Equality (Sex Discrimination) Regulations 2005, the Disability Discrimination Act (DDA) 1995, Employment Equality (Sexual Orientation) Regulations December 2003, Civil Partnership Act 2005, Employment Equality (Religion or Belief) Regulations 2003, Age Discrimination 2006, Human Rights Act 1998.

The legislation imposes duties on local authorities to promote equality and tackle discrimination related to Age, Disability, Gender, Race, Religion or Belief and Sexual Orientation. People living in rural areas, people living in urban areas, people on low incomes, people for whom English is not first language are also important additional categories to be assessed relevant to the Braintree District.

Impact Assessment – Initial Screening

Name of Policy, Strategy or Function being assessed	One District –One Vision Strategy for People and Places in the Braintree District- comprising the Core Strategy Preferred Options plus the Community Strategy. Local Development Framework Core Strategy Preferred Options references in black. <i>(Including the Braintree District Sustainable Community Strategy priorities detailed within the joint ‘One District – One Vision’ Strategy for People and Places in the Braintree District to 2026’ in green italics).</i>
Is this a new or existing Policy, Strategy or Function?	New – replaces the Braintree District Local Plan Review 2005
Person responsible for the assessment	Core Strategy – Juliet Strathern <i>SCS priorities – Jo Petchey</i>
Service Area	Core Strategy - Planning Policy <i>SCS priorities – Partnerships and Performance</i>
Head of Service	Paul Munson – Head of District Development
Date	December 2009

1. What is the main purpose of the Policy, Strategy or Function?

The Planning and Compulsory Purchase Act 2004 introduced major changes to the way in which the plan-making system operates. This included the introduction of ‘Local Development Frameworks (LDF)’ and ‘Regional Spatial Strategies’ which replace Local Plans and Structure Plans.

The LDF comprises a number of Development Plan Documents (DPD's) and Supplementary Planning Documents (SPD's) setting out policies, proposals and guidance for development in the Braintree District to 2026 and beyond.

The Core Strategy DPD sets out the spatial vision, spatial objectives and strategy for the development of the District and framework for development control. The Core Strategy provides the policy context for other DPD's such as the Allocations DPD and the Proposals Map and is fundamental to delivery of sustainable development and creating sustainable communities.

During the preparation of the Core Strategy there have been formal stages of public consultation, each held over a period of six weeks. This includes so far consultation on the:

- Issues and Options
- Preferred Options

The public consultation has been carried out in accordance with the Statement of Community Involvement and at each stage the Council has sought feedback from public and key consultees on the emerging plan to help guide its development.

The Braintree District Sustainable Community Strategy (SCS) which is published with the Core Strategy in the joint framework document 'One District- One Vision, A Strategy for People and Places in the Braintree District to 2026' sets out the social, economic and environmental priorities for the District. The SCS was consulted upon with the Core Strategy during October – December 2008 and the SCS was approved by the Braintree District Local Strategic Partnership and Braintree District Council in June 2009.

**2. Who else will be involved in the delivery of this Strategy, Policy or Function?
If so, state who they are. They will need to be involved in producing this Impact Assessment.**

The District Council in partnership with a range of public and private organisations including the Braintree District Local Strategic Partnership. *Partner involvement is also through the delivery of the joint framework document 'One District – One Vision'.*

3. Who are you delivering your service to/who will be affected by the Strategy, Policy or Function?

All those who engage with the planning system and require planning guidance and advice.

All those who are involved with the delivery of the SCS.

The main stakeholders for both documents include:

- Private individuals/residents of Braintree District
- Developers/landowners
- Local organisations and agencies
- Community and interest groups
- Town and Parish Councils
- Local Strategic Partnership
- Existing communities
- Service providers
- Local businesses/employers

4. To ensure that you have all available information that could help you to undertake the Impact Assessment complete the following table (Table 1) to evidence which of the following sources of information you are using, or intend to use, to assess the impact of the Policy, Strategy or Function on people within the following equality groups: Disability, Race (colour, ethnic or national origin, nationality), Religion or Belief, Sex (marital status, gender reassignment), Sexual orientation, Age, People in rural area, People living in urban areas, People on low incomes, People for whom English is not their first language.

The One District – One Vision ‘A Draft Strategy for People and Places in the Braintree District to 2025’ was subject to a public consultation during October to December 2008. There were 10 consultation events held during the day and evening in Witham, Braintree, Halstead, Sible Hedingham and Silver End.

Members of the public were also invited to comment on the questionnaire attached to the special edition of ‘Making Contact’ published in October 2008.

Organisations that represent the interest of various equality groups were consulted on the document (*please see table A*) and responses were received from the following: Shelter Eastern Counties; St Peters Church of St Peter ad Vincula; Parish Council; Age Concern Witham, Halstead, Witham, Braintree – Citizens advice bureau; Mid Essex Primary Care Trust; Essex Police.

In total 403 organisations and people were consulted. A range of consultation methods were used including notification by letter, email, newsletter and consultation events.

The comments and responses from the consultation events were fed back to the Local Development Framework Panel, *the LSP and Council*.

Table A

Action with Communities in Rural England	Buddhist Centre
Adult Community College	Campaign for Real Ale Ltd
Age Concern (Halstead) Drop-In-Centre	Care Trust
Age Concern Braintree Area	CHANCES
Age Concern Essex	Chelmsford & District MIND
Age Concern Essex Home Support Service	Christ Church Methodist & United Reform Church
Age Concern Halstead	Christchurch
Age Concern Witham & Busy Bees	CHUMS
Al-Falah Braintree Islamic Centre	Church
All Saints & St Marys Rayne & Panfield	Coffee Mill (Christ Church)
All Saints Church	Colchester Gay Switchboard
All Saints Church/Holy Trinity Bradwell	Colchester MIND
Alzheimer's Society Mid Essex Branch	Colchester Quaker Housing Association
Anglican Church	Congregational Church
Asthma Society (Halstead)	Council for the Protection of Rural Essex
Baptist Church	Crossing Evangelical Church
Beckers Green Primary School	Crossing Good Companions (Over 60's)
Belchamp St Paul's Church of England (Voluntary Aided) Primary School	Crossing Primary School
Bethel Christian Fellowship	Deafblind UK (National Centre for Deafblindness)
Blackwater Housing Association	Diabetes UK
Blackwater/Anglia Housing Association	Earls Colne Baptist Church
Bocking Church Street Primary School	Elderly Accommodation Counsel
Bocking South Tenants & Residents Association	Elim Pentecostal Church
Bocking South Tenants & Residents Association	Independent Living Advocacy (Essex)
Boys Brigade (2nd Witham)	Kids Club Network
Braintree & District Carers Support Group for the Mentally Ill	Lancaster Way Christian Fellowship
Braintree & District Social Club for the Blind	Mencap

Braintree & District Society for the Mentally Handicapped	Mencap Braintree & District
Braintree & Witham Action Group	Mencap Essex Group
Braintree Arthritis Care	MENTA
Braintree District Access Group	Methodist Church
Braintree District Youth Council	Mid Essex Drug Awareness Service
Braintree East Tenants & Residents Association	Mid Essex Primary Care Trust
Braintree Elim Pentecostal Centre	MIND Social Centre
Braintree Fellowship of Churches	Multiple Sclerosis Society
Braintree Indian Society	Muscular Dystrophy Campaign
Braintree Mencap	NEECS (Outreach)
Braintree Pensioners Action Group	North East Essex Care Alliance
Braintree Rural Isolation Project	Notley Baptist Fellowship
Braintree Witham & Halstead Citizens Advice Bureau	Over 60's Club
PARC Essex	T.D. Ridley & Sons
Parentline Plus	Tabor Centre for Physically Handicapped Adults
Parkinsons Disease Society	The Baha'I Faith
Physically Handicapped Swimming Club	The Chapel
Polish Mothers Gp	The Church in Great Notley
Pre-School Learning Alliance	The National Gypsy Council
Quaker Friends Meeting House	The Parish Church of St Michael
RAD (Centre for Deaf People)	The Presbytery
Rape Crisis Line (Colchester)	The Samaritans
Relate North Essex & East Herts	United Reform Church
Religious Society of Friends	Victim Support Essex (North Division)
Rickstones Evangelical Church	Wethersfield Parish Church
Rickstones Youth Centre	White Notley Parish Church
Riding for the Disabled Twinstead Group	Witham Baptist Church - Children's Club
Roman Catholic Church	Witham Braintree & Halstead Care Trust
Rural Community Council of Essex	Witham Child Contact Centre
SCOPE	Witham Citizen Advocacy
SENSE (Essex Branch)	Witham United Charities
Shaftesbury Housing Group	
St Andrews Church	
St Bartholomew C of E Church	
St Catherine's C of E Church	
St Giles Church	
St James Church	
St Katherine's Church	
St Mary Church	
St Mary Immaculate & The Holy Archangels	

St Michael Anglican Church
St Michael's CofE Primary School
St Nicholas C of E Church
St Paul's Church
St Pauls Parish Church
St Peter & St Paul Church
St Peter's Anglican Church
St Peters Church of St Peter ad Vincula
Stroke Support Group (Braintree District)

Equality Group	Category
Age	Children 0-16 Young People 17-25 Ages 26-59 Older People 60+
Disability	Blind/Partially Sighted Deaf/Hearing Impaired Wheelchair user/mobility difficulties Learning Difficulties Mental Health Difficulties Learning Difficulties
Gender	Woman Men Transgender
Race	White Asian Black Mixed Dual Heritage Gypsies / Travellers
Religion/Belief	Buddhist Christian Hindu Jewish Muslim Sikh Other
Sexual Orientation	Lesbian Gay men Heterosexual Bi sexual
Social Inclusion	People living in rural areas People living in urban areas People on low incomes English not first language

5. Assess the impact that the Policy, Strategy or Function could have on the groups below.

The following symbols are used in the appraisal:

+ = positive outcome for these groups *i.e. it would benefit this group, it could help to promote equality, access, or improve relations within equality groups.*

- = negative outcome for these groups *i.e. could disadvantage the group*

Blank = no impact

Table 1: Assessment of Core Strategy *and SCS priorities*

Does the Core Strategy as a whole...	From the point of view of:			
	Equality Group	Evidence	Supporting Comments	
Improve access to public transport, promote car pools, car sharing and voluntary mini bus service, encourage cycling and walking? Ensure development is located so as to	Age	+	Consultation process detailed under Question 4. The Core Strategy vision seeks to ensure that new development is sustainable and accessible to jobs and local services. It seeks to encourage and promote cycling and walking by making these	The following national and local indicators/statistics will provide monitoring information: <ul style="list-style-type: none"> • Census area statistics (2001): • Travel to work (KS15), Ownership of cars or vans (KS17) • NI 175 – how easy is it to access services and facilities by public transport, walking and cycling. • NI 178 – extent to which bus services run
	Disability	+		
	Gender			

reduce reliance on private car?	Race		modes of transport more integrated, accessible, safer to use.	<p>on time.</p> <ul style="list-style-type: none"> Local Indicator (LI) – number of passenger journeys made on the Braintree District Community Transport Scheme Sustrans cycle counters.
	Religion/ Belief		The Core Strategy promotes community based alternatives to public transport, especially in rural areas by initiatives such as car pools, car sharing and voluntary mini bus services.	
	Sexual Orientation			
	Social Inclusion	+	The effects of the above would be beneficial to the elderly, the young, people at home with young children and those with disabilities. People living in rural communities would also benefit.	
SCS Theme 1 – Accessibility	Equality Group		Evidence	Supporting Comments
<p><i>Support road infrastructure and public transport improvements</i></p> <p><i>Encourage transport providers to provide services which better meet local transport needs</i></p> <p><i>Improve access to</i></p>	Age	+	<p><i>Consultation process detailed under Question 4.</i></p> <p><i>Welcome Guide - aimed at new residents moving into the District. It has a positive impact on all equality groups as it contains information on key services, activities and support organisations to help people settle into their new home and the District. Although not available in alternative formats, the resident can be sign-posted</i></p>	<p><i>The following national and local indicators/statistics will provide monitoring information:</i></p> <ul style="list-style-type: none"> <i>National Indicator 167 – average journey time per mile during the morning peak</i> <i>NI 175, NI 178 and Local Indicator on Community Transport listed above.</i>
	Disability	+		
	Gender			

<p><i>services and information in rural areas</i></p> <p><i>Support the retention of village services and facilities</i></p> <p><i>Support the people who live and work in the District to find out about the District and its services</i></p>	Race	+	<i>to the organisations who have their information in the Guide for further assistance.</i>	
	Religion/ Belief		<i>Village Agents project - has a positive impact on older and vulnerable people in rural areas through a support and sign-posting service provided by six Village Agents. The project is supported by Braintree Community Transport. The project has been equality impact assessed.</i>	
	Sexual Orientation			
	Social Inclusion	+	<p><i>Work of the Council's Diversity Officer in supporting migrant worker communities and the extension of this work to minority communities.</i></p> <p><i>Consultation by Essex County Council on the Local Transport Plan.</i></p> <p><i>Local indicator 2.1 – people over 65 who say that they receive the information, assistance and support needed to exercise choice and control to live independently.</i></p> <p><i>LI 5.1a – Access to services – percentage of parishes with 3 out of 4 identified services.</i></p>	

Does the Core Strategy as a whole...	Equality Group		Evidence	Supporting comments
Protect, enhance and manage quality and diversity of natural environment and habitats of Braintree District?	Age	+	<p>Consultation process detailed under Question 4.</p> <p>Although the Braintree District is predominately rural, the Core Strategy seeks to meet the local recreational needs of the community by identifying, protecting, enhancing and managing the natural and informal open spaces across the whole District. This therefore has benefits for those living in rural <i>and</i> urban communities. However, this objective has the potential to positively affect all the equality groups.</p>	<p>The following national and local indicators/statistics will provide monitoring information:</p> <ul style="list-style-type: none"> • NI 197 – improved local biodiversity – proportion of local sites where conservation management has been or is being implemented. • Landscape Character Assessment – undertaken by consultants (Sept 2006) • Braintree Settlement Fringe Study (Nov 07) • Essex Biodiversity Action Plan (1999) • Braintree Green Spaces Strategy 2008
	Disability	+		
	Gender	+		
	Race	+		
	Religion/ Belief	+		
	Sexual Orientation	+		
	Social Inclusion	+		
SCS Theme 2 - Environment	Equality Group		Evidence	Supporting Comments
<i>Reduce waste and increase amount of recycling and composting</i>	Age	+	<i>Consultation process detailed under Question 4.</i>	<p><i>The following national and local indicators/statistics will provide monitoring information:</i></p> <ul style="list-style-type: none"> • <i>NI 197 detailed above</i> • <i>NI 186 – per capita reduction in CO₂</i>
	Disability	+	<i>Delivering the SCS priorities will have a positive impact on all equality groups</i>	

<p><i>Ensure high standards of cleanliness and maintain District appearance</i></p> <p><i>Protect and enhance biodiversity</i></p> <p><i>Respond to climate change</i></p> <p><i>Reduce the carbon footprint</i></p>	Gender	+	<p><i>through the protection of the environment, although it is recognised that older people and people with disabilities may need assistance with the weekly recycling/refuse for collection.</i></p> <p><i>Braintree District Climate Change Strategy.</i></p> <p><i>Essex Environment Strategy.</i></p> <p><i>Partnership with Essex County Council to develop Great Notley Country Park and Discovery Centre.</i></p> <p><i>Partnership with energy companies to deliver initiatives to reduce household energy consumption will have a positive impact on people with low incomes and fuel poverty programmes help older and vulnerable people.</i></p> <p><i>The Council is signed up as an organisation to reduce its carbon emissions by 25% by 2013.</i></p>	<p><i>emissions</i></p> <ul style="list-style-type: none"> <i>NI 188 – planning to adapt to climate change</i> <i>NI 192 - % of household waste sent for reuse, recycling and composting</i> <i>NI 195 - % of relevant land and highways that is assessed as having deposits of litter that fall below an acceptable level</i> <i>LI 10.1 – progressing the Living Landscapes vision</i>
	Race	+		
	Religion/ Belief	+		
	Sexual Orientation	+		
	Social Inclusion	+		
Does the Core Strategy as a whole...	Equality Group		Evidence	Supporting comments

Protect and enhance tourist and visitor facilities and infrastructure?	Age		Consultation process detailed under Question 4.	<p>The following national and local indicators/statistics will provide monitoring information:</p> <ul style="list-style-type: none"> • NI 10 – Number of visitors to museums and number of people satisfied with them. • Sustainable Tourism in England: A framework for action (March 2009)
	Disability	+	The protection and enhancement of tourist facilities and infrastructure could potentially benefit all equality groups providing employment and recreational opportunities.	
	Gender			
	Race			
	Religion/ Belief		The creation of holiday lets (conversion of rural buildings) in the rural areas to could positively impact on the rural communities supporting the local economies. To ensure there is not a negative impact on the rural character and communities it is important that holiday lets are provided in suitable locations and conversions are sympathetic to the surrounding character.	
	Sexual Orientation			
	Social Inclusion	+	Improving tourist facilities – provide ramps etc	
Does the Core Strategy as a whole...	Equality Group	Evidence	Supporting comments	

Diversify and strengthen rural economy?	Age		Consultation process detailed under Question 4.	<p>The following national and local indicators/statistics will provide monitoring information:</p> <ul style="list-style-type: none"> • NI 171 – New business registration rate • NI 172 – Percentage of small businesses in an area showing employment growth. • Living Working Countryside: The Taylor Review of Rural Economy and Affordable Housing (July 2008) • Employment Land Review – undertaken by consultants (Nov 2007) • Mid Essex Economic Futures (March 2006) • Essex Rural Commission Survey 2009 • Economic Development Strategy
	Disability	+	The Braintree District is predominately rural. The Core Strategy supports the rural economy by encouraging and facilitating developments that give priority to reuse of suitable previously developed land or buildings.	
	Gender			
	Race		The Core Strategy seeks to help towards the promotion and viability of local farming enterprises, and diversification of agriculture and recreational uses appropriate to countryside. This will benefit the rural communities, providing local jobs and reduces the need for people to travel.	
	Religion/ Belief			
	Sexual Orientation		It could be argued that this potentially adversely affects those in urban areas, because as the rural economy is strengthened the urban economy is neglected.	
	Social Inclusion	+	Disabled groups may benefit from local employment opportunities in rural areas as it reduces need to travel to jobs.	

Does the Core Strategy as a whole...	Equality Group		Evidence	Supporting comments
Improve employment opportunities in Braintree District?	Age	+	<p>Consultation process detailed under Question 4.</p> <p>The Core Strategy broadens opportunities for business and secures delivery of employment land in the District, readdressing the historic imbalance between employment and housing development and seeks to maintain high levels of employment. This could positively impact on all equality groups improving accessibility to employment opportunities and supporting the economy of the Braintree District as a whole.</p> <p>The Core Strategy seeks a flexible and broadly skilled workforce to support the economy. This could assist those people who would benefit from flexible working conditions including parents with children, retired persons and carers.</p> <p>Those on lower incomes could benefit through the promotion of new skills and</p>	<p>The following national and local indicators/statistics will provide monitoring information:</p> <ul style="list-style-type: none"> • NI 171 – New business registration rate • NI 172 – Percentage of small businesses in an area showing employment growth. • Employment Land Review – undertaken by consultants. • Non residential land availability – annual report
	Disability	+		
	Gender	+		
	Race	+		
	Religion/ Belief	+		
	Sexual Orientation	+		
	Social Inclusion	+		

			training which is supported in the Economic Development Strategy and Sustainable Community Strategy.	
SCS Theme 3 - Economy	Equality Group		Evidence	Supporting Comments
<p><i>Increase opportunities for long-term inward business investment.</i></p> <p><i>Increase basic skills levels and vocational training opportunities.</i></p> <p><i>Promote and sustain the viability of town centres and rural areas.</i></p>	Age	+	<p><i>Consultation process detailed under Question 4.</i></p> <p><i>Delivering the SCS priorities will have a positive impact on all equality groups, through creating employment opportunities, up-skilling the workforce, providing training to re-enter the workplace and supporting young people through apprenticeships.</i></p>	<p><i>The following national and local indicators/statistics will provide monitoring information:</i></p> <ul style="list-style-type: none"> <i>• NI 171 and NI 172 detailed above.</i> <i>• NI 151 – overall employment rate (working age)</i> <i>• NI 163 – Proportion of population aged 19 – 64 for males and 19 – 59 for females qualified to at least Level 2 or higher</i> <i>• LI 8.2 – number of jobs saved and created as a result of foreign direct investment</i> <i>• LI – total number of business properties</i>
	Disability	+		
	Gender	+		
	Race	+	<p><i>Business Advice and Mentoring Project - has a positive impact on all businesses located in rural and urban areas. The project has been equalities impact assessed.</i></p>	
	Religion/ Belief	+	<p><i>Basic Skills and Modern Apprenticeships Project - has a positive impact on young people. people in the workforce and those wishing to gain 'skills for life'.</i></p>	
	Sexual Orientation	+		

	Social Inclusion	+		
Does the Core Strategy as a whole...	Equality Group		Evidence	Supporting comments
Provide affordable housing?	Age	+	Consultation process detailed under Question 4.	<p>The following national and local indicators/statistics will provide monitoring information:</p> <ul style="list-style-type: none"> • NI 155 – Number of affordable houses built each year. • NI 156 – Number of households living in temporary accommodation. • Affordable Housing Viability Study (Nov 2009) – undertaken by consultants. • Affordable Rural Housing Commission Report (July 2005) • Strategic Housing Market Assessment • Circular 04/07: Planning for Travelling Show people (August 2007) • Accommodation for Gypsies and Travellers and Travelling Show people in East of England (July 2009) • Looking Back, Moving Forward, Assessing the housing needs of Gypsies and Travellers in Essex (2006)
Provide sites in suitable locations to cater for gypsies and travellers and travelling show people?	Disability	+	The Strategic Housing Market Assessment which forms part of the evidence base for the Core Strategy confirms the need for more affordable housing in the Braintree District.	
	Gender		The provision of affordable housing could benefit younger people (unable to access the housing ladder), elderly, those on low incomes, people with disabilities and key workers.	
	Race	+	The provision of affordable housing could benefit religious/faith groups who as part of their culture tend to have larger families.	
			The requirement for affordable housing	

	Religion/ Belief	+	to be code level 3 promotes energy efficient design which could particularly benefit elderly groups and those on low incomes, reducing fuel costs.	
	Sexual Orientation		The location of affordable housing is an important factor. The Core Strategy seeks to ensure they are located in close proximity to local services.	
	Social Inclusion	+	The Core Strategy also includes the use of exception site policies for affordable housing to meet particular local needs in small villages this could benefit and support the rural communities. The Core Strategy ensures that provision is made for sites in suitable locations to cater for gypsies, travellers and travelling show people. Gypsy and Travellers sites provided by Local Authorities and Registered Social Landlords Jan 2009 – CLG	
SCS Theme 4a – Access to Housing	Equality Group		Evidence	Supporting Comments
<i>Increase the supply of affordable housing</i>	Age	+	<i>Consultation process detailed under Question 4.</i>	<i>The following national and local indicators/statistics will provide monitoring information:</i>

<p><i>Prevent and reduce homelessness</i></p> <p><i>Improve the condition of housing – particularly for vulnerable people</i></p> <p><i>Address housing and support needs of vulnerable people</i></p>	Disability	+	<i>LI – homeless formal applications received</i>	<ul style="list-style-type: none"> • <i>NI 156 – detailed above</i> • <i>LI 2.2 – gross number of affordable homes built or acquired per year.</i> • <i>Homelessness Strategy 2008 – 2013</i> • <i>Affordable Housing Strategy 2009 – 2014</i> • <i>Housing Strategy 2009 – 2014</i>
	Gender		<i>The project to Prevent Homelessness has a positive impact for age, disability and social inclusion. The project has been equality impact assessed.</i>	
	Race	+	<i>Village Agents project – detailed above.</i>	
	Religion/Belief	+	<i>LSP funding for ‘Counselling for Supported Housing Residents’ project being delivered by the Salvation Army Housing Association, which has a positive impact for any vulnerable person of any equality group.</i>	
	Sexual Orientation			
	Social Inclusion	+		
Does the Core Strategy as a whole...	Equality Group		Evidence	Supporting comments
Ensure that the services and facilities required meet the future needs of the community	Age	+	Consultation process detailed under Question 4.	<p>The following national and local indicators/statistics will provide monitoring information:</p> <ul style="list-style-type: none"> • NI 11 – Engagement in the arts. • NI 110 – The number of children and young people engaged in leisure, cultural,
	Disability	+	The Core Strategy seeks to ensure the Council works in partnership with partners, service delivery organisations	

(including health, education, policing, sport, the arts, and local community facilities)?	Gender	+	and development industry to ensure that services and facilities required to provide for the future needs of the community are delivered in a timely, efficient and effective manner. This could potentially positively benefit all the equality groups.	recreational, volunteering and community activities. <ul style="list-style-type: none"> • LI – Access to services (number of parishes who have all of following: post office, general store, cash point, pay point) • Braintree District Rural Services Survey (2008)
	Race	+		
	Religion/ Belief	+	The Core Strategy seeks to ensure that in the rural area, services and facilities will be supported, developed and located to meet the defined needs of each settlement, and immediate local area. The loss or reduction of existing services and facilities will be resisted unless they are no longer viable or satisfactory alternatives are available.	
	Sexual Orientation	+		
	Social Inclusion	+		
Does the Core Strategy as a whole...	Equality Group		Evidence	Supporting comments
Improve health, and promote healthy lifestyles?	Age	+	Consultation process detailed under Question 4.	The following national and local indicators/statistics will provide monitoring information:

	Disability	+	<p>The Core Strategy promotes cycle and pedestrian links this could encourage a healthier lifestyle and reduce reliance on the car, reducing carbon emissions. Elderly people, young children and those with particular illnesses may particular benefit from a cleaner atmosphere. Providing cycle/pedestrian routes to schools may also assist in reducing obesity in school age children.</p> <p>The Core Strategy promotes energy efficient design in new developments. Elderly people may benefit from energy efficient design and warmer homes. Those on low incomes may also benefit as they become eligible for grants towards energy efficient improvements.</p> <p>The Core Strategy promotes the provision of recreational and community facilities which could encourage an increase in sports and other healthy activities. This may benefit those in areas of poor accessibility.</p>	<ul style="list-style-type: none"> • NI 8 – Adult participation in sport and active recreation. • NI 56 – Percentage of obese children in Primary School Year 6. • NI 119 – Self reported measure of peoples overall health and wellbeing. • NI 120 – All age, all cause mortality rate. • Active People Survey 3 - 2009, Sport England • Clinical and Health Outcomes Knowledge Base – NHS 2007
	Gender			
	Race			
	Religion/ Belief			
	Sexual Orientation			
	Social Inclusion	+		
SCS Theme 4b – Health and Well-Being	Equality Group	Evidence	Supporting Comments	

<p><i>Reduce health inequalities – particularly in the most deprived areas.</i></p> <p><i>Increase healthy life expectancy</i></p> <p><i>Improve health – focusing on obesity, smoking, sexual health, drug and alcohol abuse.</i></p> <p><i>Improve access to health services.</i></p> <p><i>Support elderly people to stay in their own homes.</i></p> <p><i>Improve support to carers – including those providing care to elderly people and people who are terminally ill.</i></p>	Age	+	<p><i>Consultation process detailed under Question 4.</i></p> <p><i>Health and Well-Being priorities have a positive impact on all equality groups.</i></p>	<p><i>The following national and local indicators/statistics will provide monitoring information:</i></p> <ul style="list-style-type: none"> <i>• NI 119 and NI 120 detailed above.</i> <i>• NI 39 – rate of hospital admissions for alcohol related harm</i> <i>• NI 115 – substance misuse by young people</i> <i>• NI 123 – stopping smoking</i> <i>• NI 135 – carers receiving needs assessment or review and a specific carer’s service, advice or information</i> <i>• LI 2.1 – people over 65 who say that they receive the information, assistance and support needed to exercise choice and control to live independently</i> <i>• NHS Mid Essex Five Year Strategic Plan</i>
	Disability	+	<p><i>Reducing health inequalities particularly in deprived areas has a positive impact on social inclusion.</i></p>	
	Gender	+	<p><i>Village Agents project – listed above</i></p>	
	Race	+	<p><i>LSP funding for six health and well-being projects, that range from a telephone befriending service for older people, providing respite activities for young carers to community wellbeing fayres aimed at older and vulnerable people.</i></p>	
	Religion/ Belief	+		
	Sexual Orientation	+		
	Social Inclusion	+		

Does the Core Strategy as a whole...	Equality Group		Evidence	Supporting comments
Create environments which are safe and reduce crime & fear of crime?	Age	+	<p>Consultation process detailed under Question 4.</p> <p>The Core Strategy aims to create environments which are safe and seeks to provide community and recreational facilities to reduce the fear of crime and facilitate community cohesion. This could positively impact across all the equality groups.</p> <p>The policies of the Development Control Development Plan Document will address in detail the design of buildings and roads which is important in addressing the fear of crime.</p>	<p>The following national and local indicators/statistics will provide monitoring information:</p> <ul style="list-style-type: none"> • NI 21 – Dealing with local concerns about anti social behaviour and crime by the local council and police • Secured by Design ACPO CPI (June 2004) • Offences in Braintree District – Home Office 2009
	Disability	+		
	Gender	+		
	Race	+		
	Religion/ Belief	+		
	Sexual Orientation	+		
	Social Inclusion	+		
Does the Core Strategy as a whole...	Equality Group		Evidence	Supporting comments
Secure the maximum possible use of renewable energy, recycled and or energy efficient	Age	+	<p>Consultation process detailed under Question 4.</p> <p>The Core Strategy seeks to secure the maximum possible use of renewable</p>	<p>The following national and local indicators/statistics will provide monitoring information:</p> <ul style="list-style-type: none"> • NI 188 – how the District is planning to adapt to Climate Change.
	Disability			

building materials and design and waste recycling facilities?	Gender		energy, recycled and or energy efficient building materials and design, waste recycling facilities. Providing energy efficient homes could particularly benefit the elderly and those on lower incomes, reducing fuel bills.	<ul style="list-style-type: none"> • NI 186 – per capita reduction in CO2 emissions in the Local Authority area. • Braintree District Climate Strategy (Dec 2009) • Braintree District Council Local Air Quality Management Progress Report April 2008
	Race			
	Religion/ Belief			
	Sexual Orientation			
	Social Inclusion	+		
Does the Core Strategy as a whole...	Equality Group		Evidence	Supporting comments
Minimise land, water, air, light and noise pollution?	Age	+	Consultation process detailed under Question 4. Minimising all forms of pollution could positively benefit all the equality groups. Reducing air pollution could impact positively on the very young, elderly and those with certain disabilities.	The following national and local indicators/statistics will provide monitoring information: <ul style="list-style-type: none"> • Water Cycle Study Nov 2008
	Disability	+		
	Gender	+		
	Race	+		
	Religion/ Belief	+		
	Sexual Orientation	+		

	Social Inclusion	+			
SCS Theme 4c – Children and Young People	Equality Group		Evidence	Supporting Comments	
<p><i>The priorities focus on keeping children and young people:</i></p> <ul style="list-style-type: none"> • Safe • Healthy • Educated • In employment or training. 	Age	+	<p><i>Consultation process detailed under Question 4.</i></p>	<p><i>The following national and local indicators/statistics will provide monitoring information:</i></p> <ul style="list-style-type: none"> • NI 55 and NI 56 – obesity in primary age school children • NI 69 – children who have experienced bullying • NI 112 – under 18 years conception rate • NI 117 – 16 to 18 year olds not in education, employment or training 	
	Disability	+			<p><i>The SCS priorities will have a positive impact on all equality groups. Delivery of the priorities will be through a range of projects, addressing issues such as bullying, self-esteem, health, conception, physical activity, career/employment support etc.</i></p>
	Gender	+			
	Race	+			
	Religion/Belief	+	<p><i>The Reducing Teenage Pregnancy project supports and educates young people on conception issues. The project has been equality impact assessed.</i></p>		
	Sexual Orientation	+			
	Social Inclusion	+	<p><i>The Emotional First Aiders project supports children in schools on a range of ‘emotional’ issues that can impact on all the equality groups.</i></p>		
SCS Theme 4d – Leisure, Sport, Recreation and the	Equality Group		Evidence	Supporting Comments	

Arts				
<p><i>Increase participation in sport, physical activity and volunteering</i></p> <p><i>Enable the provision of accessible high quality green spaces and sport and recreation facilities</i></p> <p><i>Secure best possible benefits and legacy for the District as a results of the 2012 Olympics and Paralympics</i></p> <p><i>Promote availability of recreational and cultural activity wherever possible in addressing all of the SCS priorities.</i></p>	Age	+	<p><i>Consultation process detailed under Question 4.</i></p>	<p><i>The following national and local indicators/statistics will provide monitoring information:</i></p> <ul style="list-style-type: none"> <i>• NI 6 – participation in regular volunteering</i> <i>• NI 8 – participation in sport and active recreation</i> <i>• NI 11 – engagement in the arts</i> <i>• NI 57 – children and young people’s participation in sporting opportunities</i> <i>• BV 170a – visits to/uses of local authority funded or part funded museums and galleries</i> <i>• Leisure Development Plan</i>
	Disability	+	<p><i>The SCS priorities impact positively on all equality groups as increasing sport and recreation facilities, increasing participation in volunteering, promoting cultural activities improves health, wellbeing and community cohesion. All these activities can impact positively on the equality groups.</i></p>	
	Gender	+		
	Race	+	<p><i>The Creative Communities project works with residents in areas of community tensions using arts and cultural activities to reduce these tensions and promote community cohesion. The tensions can impact on all equality groups, so this project has a positive impact for all groups. The project has been equality impact assessed.</i></p>	
	Religion/ Belief	+		
	Sexual Orientation	+		
	Social Inclusion	+	<p><i>The F7 Arts Festival was held in June to August 2009.</i></p>	

			<p><i>Faiths Engagement Event brought faith groups in the District together to explore how they can become involved with the Council and LSP and whether there was support to establish a Faiths Forum for the District. This event impacted positively on the race and religion/belief equality groups.</i></p> <p><i>Braintree District Cultural Strategy is being drafted for 2010.</i></p>	
SCS Theme 4e – Community Safety	Equality Group		Evidence	Supporting Comments
<p><i>Priorities focus on addressing:</i></p> <ul style="list-style-type: none"> • <i>Youth offending and disorder</i> • <i>Anti-Social Behaviour</i> • <i>Alcohol and drug related crime and disorder</i> • <i>'Hate' crime</i> • <i>Domestic abuse</i> • <i>Road safety</i> 	Age	+	<p><i>Consultation process detailed under Question 4.</i></p> <p><i>The SCS priorities focus on a range of issues that impact on all equality groups. Projects and activities that are delivering the priorities can impact positively on all the equality groups.</i></p>	<p><i>The following national and local indicators/statistics will provide monitoring information:</i></p> <ul style="list-style-type: none"> • <i>NI 17 – perceptions of anti-social behaviour as a problem</i> • <i>NI 20 – assault with injury crime rate</i> • <i>NI 41 – perception of drunk or rowdy behaviour</i> • <i>NI 42 – perceptions of drug use or drug dealing as a problem</i> • <i>NI 47 – people killed or seriously injured in road traffic accidents</i>
	Disability	+		
	Gender	+	<p><i>Crucial Crew, Reality Roadshow, Being Safe are all projects aimed at children and young people to address the SCS priorities. The Being Safe project focus</i></p>	

	Race	+	<p><i>on racism, homophobia, anti-social behaviour and the 'Tackling Knife Crime Action Programme'.</i></p> <p><i>Creative Communities project – detailed above.</i></p>	<ul style="list-style-type: none"> • <i>LI 7.1 – repeat incidents of domestic violence</i> • <i>LI 7.2 – residents who feel safe outside after dark</i> • <i>Annual Partnership Plan</i> • <i>Policing Strategy 2009 – 2012</i>
	Religion/ Belief	+		
	Sexual Orientation	+		
	Social Inclusion	+		

6. Based on your answer to question 5, could the Policy, Strategy or Function discriminate against any of the groups below either directly or indirectly?

Direct Discrimination occurs when a person is treated less favourably than another in a comparable situation because of their racial or ethnic origin, gender, religion or belief, disability, age or sexual orientation.

Indirect Discrimination occurs when an apparently neutral provision or practise would disadvantage people on grounds of racial or ethnic origin, gender, religion or belief, disability, age, or sexual orientation, unless the practise can be objectively justified by a legitimate aim.

Table 2: Summary of Effects

Group	Direct Yes/No	Indirect Yes/No	Comments
Age	No	No	The Core Strategy <i>and SCS priorities</i> are unlikely to lead to prejudice based on age. It is likely to have a beneficial effect on younger people and elderly due to its emphasis on improving accessibility to services and facilities, provision of affordable housing, and promoting a cleaner atmosphere by reducing carbon emissions.
Disability	No	No	The Core Strategy <i>and SCS priorities</i> are unlikely to lead to prejudice based on disability. The Core Strategy <i>and SCS priorities</i> seek to improve accessibility, and reduce air pollution this is likely to have a beneficial effect on those with disabilities and particular health issues.
Gender	No	No	The Core Strategy <i>and SCS priorities</i> are unlikely to lead to prejudice based on gender.
Race	No	No	The Core Strategy <i>and SCS priorities</i> are unlikely to lead to prejudice based on race.
Religion/Belief	No	No	The Core Strategy <i>and SCS priorities</i> are unlikely to lead to prejudice based on religion or belief.
Sexual Orientation	No	No	The Core Strategy <i>and SCS priorities</i> are unlikely to lead to prejudice based on sexual orientation.
Social Inclusion	No	No	The Core Strategy <i>and SCS priorities</i> are unlikely to lead to prejudice

			<p>based on people living in rural areas, people living in urban areas, people on low incomes and for people whom English is not their first language.</p> <p>It is likely to have a beneficial effect on those in rural areas due to emphasis on improving accessibility and supporting the provision of rural employment opportunities and access to local services and facilities. It is also likely to have a beneficial effect on those on lower incomes due to emphasis on improving employment opportunities, training opportunities, provision of affordable housing and improving accessibility to services and facilities. More energy efficient homes will also assist in reduction of 'fuel poverty'.</p>
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7. Referring to your answers to questions 5 and 6, can you easily minimise or remove any negative impacts identified and if so how?

- Organisations that represent equality groups were consulted on the Core Strategy preferred options document *and the SCS priorities*, in accordance with the Statement of Community Involvement. However, only a few comments were received from the following groups, Shelter, St Peter's Church of St Peter and Vincela, Age Concern, Rural Community Council and Franciscan Sisters. The majority of the comments were supportive of the preferred options. Age Concern suggested that it was important recreational facilities were provided for the elderly and the Rural Community Council felt it was important to recognise the contribution that village and community halls make to a community.

Consultation with these groups is an opportunity to identify and address such concerns in the policies of the submission Core Strategy.

- All the equality groups as listed in Table A, and identified in Statement of Community Involvement should continue to be consulted on all Development Plan Documents (DPD's) to determine the impact of policies on race, gender, disability, age, religion/belief, sexual orientation and social inclusion. It is anticipated that this should minimise or remove any potential negative impacts associated with the policies.

8. If negative impacts cannot be minimised or removed, they need to be justified. Please explain how and what the evidence for this is.

N/A

9. If you have identified any impacts as positive in Question 5, are there any further ways in which can you adapt the policy, strategy or function to increase or extend its positive benefits for equality groups?

Following public consultation on the preferred options Core Strategy which was held in autumn 2008, the document is in the process of being amended where necessary to take into consideration comments and feedback. *The SCS priorities were consulted upon in the same consultation and amended where necessary.* This is also an opportunity to amend the policies where possible to extend or increase positive benefits for the equality groups.

The Core Strategy submission document will be subject to a further public consultation this will be carried out in accordance with the Statement of Community Involvement to ensure that all residents and organisations (*including organisations representing equality groups*) who wish to be involved in the preparation of Core Strategy can express their views.

Recommendations

The following considerations could be taken forward:

- The Development Control Policies Development Plan Document (DPD's) should consider the impact of design in reducing crime and fear of crime in developments.
- The equality groups identified in the Statement of Community Involvement should continue to be consulted on all development plan documents.
- Once the Core Strategy has been adopted it should be made available in alternative formats and languages if required.

Assessment completed by:	Core Strategy assessment - Juliet Strathern, Emma Boaler (<i>Planning Policy Team</i>), Tessa Lambert (<i>Development Control Manager</i>), Jo Petchey (<i>Partnerships and Performance Manager</i>). SCS assessment – Jo Petchey, Juliet Strathern, Emma Boaler, Lia Moreaux (<i>Communications Team</i>).
Head of Service:	PAUL MUNSON
Date:	14.12.09

Impact Assessment Action Plan

Table 3: Action Plan

Equality Group	Negative Impact Identified	Action	By Who	Start Date	End Date
N/A	N/A	N/A	N/A	N/A	N/A

Please note:

Ongoing action - To continue to consult in accordance with the Statement of Community Involvement ensuring that all residents and organisations who wish to be involved in the preparation of DPDs can express their views.

Ongoing action – To continue to monitor complaints relating to concerns regarding equalities.

Ongoing action – To continue to monitor performance through the National and Local Indicators as stated in Table 1.

Table 4: Action Plan Monitoring

How will you monitor progress of your Action Plan? And at what intervals?	The Annual Monitoring Report (AMR) will assess the extent to which policies in the Core Strategy are being successfully implemented. The National and Local Indicators will also monitor performance as indicate in Table 1.
How frequently will this monitoring take place?	On an annual basis – the AMR is required to be submitted to government in December.
Who will be responsible for this?	Planning Policy Team / Partnerships and Performance Manager

Corporate Implications				
Financial:	None			
Legal:	Race Relations (Amendment Act) 2000 Sex Discrimination Regulations 1999 Employment Equality Regulations 2005 Civil Partnership Act 2005 Disability Discrimination Act 1995 Age Discrimination 2006 Human Rights Act 1998			
Equalities & Diversity:	The Equality Impact Assessment determines if the ' <i>Draft Strategy for People and Places in the Braintree District to 2025</i> ' would have any adverse impact or illegal discrimination or unmet need or requirements relating to the various equality groups.			
Customer Impact:	The legislation requiring an equality impact assessment imposes a duty on local authorities to promote equality and tackle discrimination related to age, disability, gender, race, religion/belief, sexual orientation and social inclusion. This inevitably has a positive customer impact.			
Environment & Climate Change:	None			
Consultation/Community Engagement:		N		N
	Public	Y	Staff	Y
Key Decision:	No			
Public/Private Report:	Public			
Officer Contact:	Juliet Strathern			
Designation:	Senior Planning Policy Officer			
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