

## Braintree District Council Equality Impact Assessment of the Core Strategy Submission Draft

### **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 is also an important additional category to be assessed relevant to the Braintree District.

### **Impact Assessment – Initial Screening**

<b>Name of Policy, Strategy or Function being assessed</b>	Local Development Framework – Core Strategy Submission March 2010
<b>Is this a new or existing Policy, Strategy or Function?</b>	New – replaces the Braintree District Local Plan Review 2005
<b>Person responsible for the assessment</b>	Core Strategy – Planning Policy
<b>Service Area</b>	Core Strategy - Planning Policy
<b>Head of Service</b>	Paul Munson – Head of District Development

## **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 the 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 Core Strategy will be subjected to the final formal stage of public consultation in April/May 2010 as it is submitted to a government planning inspector for consideration.

## **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.

### **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.

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.***

As stated in paragraph 1 the Core Strategy has gone through various formal stages of consultation where members of the public have been invited to comment on the proposals in Core Strategy at consultation events, newsletters, questionnaires and email.

Organisations that represent the interest of various equality groups have also been consulted throughout these stages of consultation (*please see table A*) and we have 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.

For the submission consultation we will use a range of methods to inform the public and organisations (*including various equality groups*) including notification by letter, email and newsletter.

Following this public consultation period, the submission Core Strategy document, together with all the comments and responses received will be sent to a Government Planning Inspector. The Planning Inspectorate at a

Public Hearing will then be required to determine whether or not the Core Strategy is sound and legally compliant.

**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)

<b>Equality Group</b>	<b>Category</b>
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**

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, retail, public transport, education, healthcare, recreational facilities and open space.
	Disability	+	
	Gender		
The following national and local indicators/statistics will provide monitoring information: <ul style="list-style-type: none"> <li>• Census area statistics (2001):</li> <li>• Travel to work (KS15), Ownership of cars or vans (KS17)</li> <li>• NI 175 – how easy is it to access services and facilities by public transport, walking and cycling.</li> <li>• NI 178 – extent to which bus services run</li> </ul>			

reduce reliance on private car?			It seeks to encourage and promote cycling and walking by making these modes of transport more integrated, accessible, safer to use.	<p>on time.</p> <ul style="list-style-type: none"> <li>Local Indicator (LI) – number of passenger journeys made on the Braintree District Community Transport Scheme</li> <li>Sustrans cycle counters.</li> </ul> <p><b>Core Strategy Policies</b></p> <p>CS1 – Housing Provision and Delivery  CS2 – Affordable Housing  CS3 – Gypsy and Travellers, Travelling Showpersons Accommodation  CS7 – Promoting Accessibility for All  CS12 – Infrastructure/Services/Facilities</p>
	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.	
	Gender			
	Race		The Core Strategy seeks to ensure that Gypsies and Travellers and Travelling Showpersons sites should be located close to public transport to improve accessibility to services, shops, education.	
	Religion/ Belief			

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	+	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"> <li>• NI 197 – improved local biodiversity – proportion of local sites where conservation management has been or is being implemented.</li> <li>• Landscape Character Assessment – undertaken by consultants (Sept 2006)</li> <li>• Braintree Settlement Fringe Study (Nov 07)</li> <li>• Essex Biodiversity Action Plan (1999)</li> <li>• Braintree Green Spaces Strategy 2008</li> </ul> <p><b>Core Strategy Policies</b></p> <p>CS7 Promoting Accessibility for All  CS8 Natural Environment and Biodiversity  CS9 Built Environment  CS10 Provision for Open Space/Sport/ Recreation  CS11 Promoting/Delivering Sustainable Future  CS12 Infrastructure, Services, Facilities</p>
	Disability	+		
	Gender	+		
	Race	+		
	Religion/ Belief	+		
	Sexual Orientation	+		
	Social Inclusion	+		
	Disability		<p>The Core Strategy seeks to address climate change by providing protection from air/noise/light pollution, excessive use of water, generation of waste. This objective has the potential to positively affect all the equality groups particularly those groups which may suffer health</p>	
	Gender			

	Race		problems related to air pollution for example Asthma.	
	Religion/ Belief			
Does the Core Strategy as a whole...	<b>Equality Group</b>		<b>Evidence</b>	<b>Supporting comments</b>
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"> <li>• NI 10 – Number of visitors to museums and number of people satisfied with them.</li> <li>• Sustainable Tourism in England: A framework for action (March 2009)</li> </ul> <p><b>Core Strategy Policies</b></p> <p>CS5 – Rural Economy</p>
	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			
	Sexual Orientation			
	Social Inclusion	+	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.	

			Improving tourist facilities – provide ramps etc to improve accessibility for disabled groups.	
Does the Core Strategy as a whole...	<b>Equality Group</b>		<b>Evidence</b>	<b>Supporting comments</b>
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"> <li>• NI 171 – New business registration rate</li> <li>• NI 172 – Percentage of small businesses in an area showing employment growth.</li> <li>• Living Working Countryside: The Taylor Review of Rural Economy and Affordable Housing (July 2008)</li> <li>• Employment Land Review – undertaken by consultants (Nov 2007)</li> <li>• Mid Essex Economic Futures (March 2006)</li> <li>• Essex Rural Commission Survey 2009</li> <li>• Economic Development Strategy</li> </ul> <p><b>Core Strategy Policies</b></p> <p>CS5 Rural Economy</p>
	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	+	<p>Disabled groups may benefit from local employment opportunities in rural areas as it reduces need to travel to jobs.</p> <p>The Core Strategy seeks to encourage expansion of broadband provision and appropriate home working. Improved internet accessibility will inevitably benefit those in rural areas, and those who may not have internet improving social inclusion.</p>	
Does the Core Strategy as a whole...	<b>Equality Group</b>		<b>Evidence</b>	<b>Supporting comments</b>
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</p>	<p>The following national and local indicators/statistics will provide monitoring information:</p> <ul style="list-style-type: none"> <li>• NI 171 – New business registration rate</li> <li>• NI 172 – Percentage of small businesses in an area showing employment growth.</li> </ul>
	Disability	+		

	Gender	+	<p>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 training which is supported in the Economic Development Strategy and Sustainable Community Strategy.</p>	<ul style="list-style-type: none"> <li>• Employment Land Review – undertaken by consultants.</li> <li>• Non residential land availability – annual report</li> </ul> <p><b>Core Strategy Policies</b></p> <p>CS4 Distribution of Employment  CS5 Rural Economy  CS6 Town Centre Regeneration and Retail  CS12 Infrastructure, Services, Facilities</p>
	Race	+		
	Religion/ Belief	+		
	Sexual Orientation	+		
	Social Inclusion	+		
	Disability	+		
	Gender	+		
	Race	+		

	Religion/ Belief	+		
	Sexual Orientation	+		
	Social Inclusion	+		
Does the Core Strategy as a whole...	<b>Equality Group</b>		<b>Evidence</b>	<b>Supporting comments</b>
Provide affordable housing?  Provide sites in suitable locations to cater for gypsies and travellers and travelling show people?	Age	+	Consultation process detailed under Question 4.  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.	The following national and local indicators/statistics will provide monitoring information: <ul style="list-style-type: none"> <li>• NI 155 – Number of affordable houses built each year.</li> <li>• NI 156 – Number of households living in temporary accommodation.</li> <li>• Affordable Housing Viability Study (Nov 2009) – undertaken by consultants.</li> <li>• Affordable Rural Housing Commission</li> </ul>
	Disability	+	The provision of affordable housing	

	Gender		could benefit younger people (unable to access the housing ladder), elderly, those on low incomes, people with disabilities and key workers.	<p>Report (July 2005)</p> <ul style="list-style-type: none"> <li>• Strategic Housing Market Assessment</li> <li>• Circular 04/07: Planning for Travelling Show people (August 2007)</li> <li>• Accommodation for Gypsies and Travellers and Travelling Show people in East of England (July 2009)</li> <li>• Looking Back, Moving Forward, Assessing the housing needs of Gypsies and Travellers in Essex (2006)</li> </ul> <p><b>Core Strategy Policies</b></p> <p>CS1 Housing Provision</p>
	Race		The provision of affordable housing could benefit religious/faith groups who as part of their culture tend to have larger families.	
	Religion/ Belief	+	The requirement for affordable housing 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.	

	Disability	+	<p>The Core Strategy ensures that provision is made for sites in suitable locations to cater for gypsies, travellers and travelling show people.</p> <p>Gypsy and Travellers sites provided by Local Authorities and Registered Social Landlords Jan 2009 – CLG</p> <p>The Core Strategy seeks to meet 'Lifetime Homes Standards' for all affordable housing. The Affordable Housing Strategy sets out targets for the number of new wheelchair standard units to be provided.</p>	
	Gender			
	Race	+		
	Religion/ Belief	+		
	Sexual Orientation			
	Social Inclusion	+		
Does the Core Strategy as a whole...	<b>Equality Group</b>		<b>Evidence</b>	<b>Supporting comments</b>
Ensure that the services and facilities required meet the future needs of the community	Age	+	<p>Consultation process detailed under Question 4.</p> <p>The Core Strategy seeks to ensure the Council works in partnership with partners, service delivery organisations</p>	<p>The following national and local indicators/statistics will provide monitoring information:</p> <ul style="list-style-type: none"> <li>• NI 11 – Engagement in the arts.</li> <li>• NI 110 – The number of children and young people engaged in leisure, cultural,</li> </ul>
	Disability	+		

(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.  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.  This could benefit those living in rural communities, the elderly, disabled who use their local facilities and services such as post offices, public houses, shops etc.	recreational, volunteering and community activities. <ul style="list-style-type: none"> <li>LI – Access to services (number of parishes who have all of following: post office, general store, cash point, pay point)</li> <li>Braintree District Rural Services Survey (2008)</li> </ul> <b>Core Strategy Policies</b> CS1 Housing Provision CS11 Promoting and Delivering Sustainable Future CS12 Infrastructure, Services and Facilities
	Race	+		
	Religion/ Belief	+		
	Sexual Orientation	+		
	Social Inclusion	+		
Does the Core Strategy as a whole...	<b>Equality Group</b>		<b>Evidence</b>	<b>Supporting comments</b>
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>	<ul style="list-style-type: none"> <li>• NI 8 – Adult participation in sport and active recreation.</li> <li>• NI 56 – Percentage of obese children in Primary School Year 6.</li> <li>• NI 119 – Self reported measure of peoples overall health and wellbeing.</li> <li>• NI 120 – All age, all cause mortality rate.</li> <li>• Active People Survey 3 - 2009, Sport England</li> <li>• Clinical and Health Outcomes Knowledge Base – NHS 2007</li> </ul> <p><b>Core Strategy Policies</b></p> <p>CS12 Infrastructure, Services, Facilities</p>
	Gender			
	Race			
	Religion/ Belief		<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>	
	Sexual Orientation			
	Social Inclusion	+	<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>	
	Disability	+		

Does the Core Strategy as a whole...	Equality Group		Evidence	Supporting comments
Create environments which are safe and reduce crime & fear of crime?	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"> <li>• NI 21 – Dealing with local concerns about anti social behaviour and crime by the local council and police</li> <li>• Secured by Design ACPO CPI (June 2004)</li> <li>• Offences in Braintree District – Home Office 2009</li> </ul> <p>CS12 Infrastructure, Services, Facilities</p>
	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	+	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"> <li>• NI 188 – how the District is planning to adapt to Climate Change.</li> </ul>
	Disability		The Core Strategy seeks to secure the maximum possible use of renewable	

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"> <li>NI 186 – per capita reduction in CO2 emissions in the Local Authority area.</li> <li>Braintree District Climate Strategy (Dec 2009)</li> <li>Braintree District Council Local Air Quality Management Progress Report April 2008</li> </ul> <p><b>Core Strategy Policies</b></p> <p>CS8 Natural Environment and Biodiversity CS9 Built and Historic Environment CS11 Promoting and Delivering Sustainable Future</p>
	Race			
	Religion/ Belief			
	Sexual Orientation			
	Social Inclusion	+		
Does the Core Strategy as a whole...	<b>Equality Group</b>		<b>Evidence</b>	<b>Supporting comments</b>
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.	<p>The following national and local indicators/statistics will provide monitoring information:</p> <ul style="list-style-type: none"> <li>Water Cycle Study Nov 2008</li> </ul> <p><b>Core Strategy Policies</b></p> <p>CS8 Natural Environment and Biodiversity CS9 Built and Historic Environment</p>
	Disability	+		
	Gender	+		
	Race	+	Reducing air pollution could impact positively on the very young, elderly and those with certain disabilities.	
	Religion/	+		

	Belief			CS11 Promoting and Delivering Sustainable Future
	Sexual Orientation	+		
	Social Inclusion	+		
	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**

<b>Group</b>	<b>Direct Yes/No</b>	<b>Indirect Yes/No</b>	<b>Comments</b>
<b>Age</b>	No	No	The Core Strategy is 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.
<b>Disability</b>	No	No	The Core Strategy is unlikely to lead to prejudice based on disability. The Core Strategy seek to improve accessibility, and reduce air pollution this is likely to have a beneficial effect on those with disabilities and particular health issues.
<b>Gender</b>	No	No	The Core Strategy is unlikely to lead to prejudice based on gender.
<b>Race</b>	No	No	The Core Strategy is unlikely to lead to prejudice based on race.
<b>Religion/Belief</b>	No	No	The Core Strategy is unlikely to lead to prejudice based on religion or belief.
<b>Sexual Orientation</b>	No	No	The Core Strategy is unlikely to lead to prejudice based on sexual orientation.
<b>Social Inclusion</b>	No	No	The Core Strategy is unlikely to lead to prejudice based on people living in rural areas, people living in urban areas, people on low incomes and for people whom English is not there first language. 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'.
--	--	--	---

**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, in accordance with the Statement of Community Involvement. However, only a few comments were received from the following groups, Shelter, St Peters 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 Core Strategy.

- The Braintree District Access Group should be consulted on all DPD's to assess the impact of policies on race, gender and disability, 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 Core Strategy submission document has been amended where necessary to take into consideration comments and feedback from organisations and the public, this has also been an opportunity to extend or increase positive benefits for the equality groups.

The various equality groups will have an opportunity to comment further on the submission Core Strategy.

### Recommendations

*The following considerations could be taken forward:*

- The Development Control Policies Development Plan Document (DPD) should consider the impact of design in reducing crime and fear of crime in developments.
- The Braintree District Access Group should be consulted on all DPD's to assess the impact of policies on race, gender and disability.
- 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:	
Date:	

## 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.

**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.
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