

Screening Equality Impact Assessment – to identify potential differential impacts on protected groups of any new or changing activities and establish whether a full Equality Impact Assessment is needed.

<b>Service</b>	Planning Services		<b>Officer responsible for the screening/scoping</b>	Sarah-Jane Grant	
<b>Name of the activity to be assessed</b>	Draft Local Plan: strategy and sites	<b>Date of Assessment</b>	07/08/2018	<b>Is this a proposed new or existing activity?</b> The Draft Local Plan will consist of new policies	
<b>1. Briefly describe the aims, objectives and purpose of the activity?</b>		<p>The draft Local Plan is concerned with the development of and uses of land within the borough. It guides development across the borough over the plan period to 2034 and addresses fundamental issues such as economic growth, the provision of housing and the preservation and enhancement of the natural and built environment. As such, it will have an impact on everyone who lives, works, plays, visits or travels in the borough.</p> <p>The current Local Plan dates from 2003 and the Council currently use saved policies from this to help make decisions. The Council are working on its replacement, which will be in two parts. Part one is the Guildford borough Local Plan Strategy and Sites (referred to henceforth as the Local Plan) which will set the strategic policies that will determine how much and where development of different types is built. It will also include some cross-cutting policies.</p> <p>The Local Plan has been the subject of a series of public consultations. Inputs from these consultations have helped inform the drafting of the policies to be adopted.</p>			

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<p><b>2. Are there any associated or specific objectives of the activity? Please explain.</b></p>	<p>The objective / aim of the Local Plan is to set out the framework under which decisions on development will be decided over the next 15-20 years. The Local Plan will cover the period 2015/16-2033/34.</p> <p>If the Council do not write and adopt a new Local Plan, we will lose the ability to control and plan for change and growth due to the lack in an up to date Local Plan. Therefore, if we reject a development without good reason, developers may have stronger grounds for successfully appealing decisions.</p> <p>A key objective / aim of the Local Plan process has been to gather information on the views of the local community about the key issues that need addressing in the borough, potential policy options and development sites and on draft policies and associated proposed modifications.</p> <p>The Plan is subject to independent examination by a government inspector. This was held in June/July 2018. As a result of the examination process, and subject to necessary approvals, main modifications to policies will be consulted upon.</p>
<p><b>3. Who is intended to benefit from this activity and in what way?</b></p>	<p>The Local Plan will benefit all those who live, work, run businesses, play, visit or travel in the borough, by providing policies and sites allocated for certain land uses. This will help to increase certainty for residents, businesses, and others about how decisions are made and what they are based on.</p> <p>All people and businesses that depend on the borough's economy will benefit by having a clear idea of what type of growth will take place in the borough and where it will be over the plan period to 2034. The Local Plan seeks to bring forward sustainable growth in housing, employment and other uses and improve transport options, which will bring benefits to all the borough's communities.</p> <p>Policies seek to protect and enhance the built and natural environments, which will benefit everyone who lives in, works in, has business in or visits the borough. The Local Plan policies also seek to increase the number of homes being built, and will guide the location and mix, type and tenure of dwellings to be constructed. This will benefit those seeking homes and increase equity of access to a wider range of homes for the local population.</p>

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<p><b>4. What outcomes are wanted from this activity?</b></p>	<p>The Council need to have a new and up to date Local Plan to guide development in a coherent way. This will assist Council and other stakeholders to co-ordinate infrastructure such as schools, public transport, and playgrounds that will benefit all communities affected by development. This will help to deliver the Council's vision for the borough.</p> <p>The Council have sought the views of people, including residents, businesses and other organisations that will be affected by the plan's policies, proposals and site allocations. These consultations have informed the Local Plan's development to date.</p> <p>The Council will be seeking input on main modifications proposed to policies, whereafter the final version of the Plan will be proposed for adoption.</p>
<p><b>5. What factors/forces could contribute/detract from the outcomes?</b></p>	<p>A wide engagement across a representative cross section of the borough has helped to ensure that the policies in the draft Local Plan reflect the needs of people who live and work in the borough.</p> <p>In our consultation, we have taken particular care to ensure that we involve a broad and representative cross-section of the borough's communities reducing the chances that responses would be limited only to the borough's most vocal groups and unfairly favour those groups over the needs of other communities or groups in the borough.</p>

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<p><b>6. Who are the main stakeholders in relation to the activity?</b></p>	<p>Members of the borough's communities (residents, workers, businesses), and visitors to the borough will ultimately be affected by the Local Plan that this consultation helps to inform.</p> <p>Other stakeholders are –</p> <ul style="list-style-type: none"> <li>• Parish councils.</li> <li>• Owners of land who may want to develop their land or to protect their land from development.</li> <li>• Developers wishing to bring forward development in the borough.</li> <li>• Neighbourhood, local and national pressure groups.</li> <li>• Local resident and amenity groups</li> <li>• Statutory organisations</li> </ul>	<p><b>7. Who implements the activity, and who is responsible for the activity?</b></p>	<p>Planning Services implements the policies and is responsible for them</p>
<p><b>8. Are there concerns that the activity <u>could</u> have a differential impact on racial groups?</b></p>	<p>Y</p>	<p><input checked="" type="checkbox"/> N</p>	
<p><b>What existing evidence, local or national, actual or presumed, do you have to support your response?</b></p>	<p>The Local Plan policies, proposals and allocations aim to ensure that sites are available to provide sufficient housing to meet a significant proportion of housing needs of all groups within the borough.</p> <p>Travellers are a specific race protected under the Race Relations Act. The Traveller accommodation needs assessment highlights a need for us to adopt a policy that specifically seeks to bring forward additional pitches, both public and private for Travellers. Planning to provide sufficient pitches is a statutory requirement under guidance that is separate from the National Planning Policy Framework.</p> <p>There is a backlog of unmet accommodation needs for Travellers. The number of unauthorised sites and temporary planning permissions granted planning permission or</p>		

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	<p>allowed at appeal reflects this. The Council have prepared evidence to demonstrate the likely accommodation needs of travellers over the plan period.</p> <p>The provision of permanent allocated and non-allocated authorised sites will ultimately result in fewer unauthorised developments and encampments. This will help to reduce tensions between the settled community living in bricks and mortar housing and Travellers occupying unauthorised sites.</p> <p>During the Local Plan EiP, the Council have demonstrated that the Local Plan is a sound basis for accommodating the need for traveller accommodation.</p> <p>The Council has actively sought to ensure equality in the provision of new homes across different racial groups in the borough. The Council has given due regard to the accommodation needs of Gypsies and Travellers that do meet the planning definition of traveller (as defined by Planning Policy for Traveller Sites) and those who do not, or are of unknown planning status.</p> <p>The Local Plan allocations and policies significantly increase the number of bricks and mortar homes and traveller pitches. The Council have been particularly mindful of pursuing policies that do not result in indirect discrimination to the Gypsy and Traveller community. As part of ensuring that the housing needs of this group are met, it has specifically sought to ensure that potential exclusion is avoided in relation to how it has dealt with its rural exception policy. In this regard, the rural exception policy does not exclude Gypsies and Travellers who do not meet the Planning Policy for Traveller Sites definition of a traveller. This will enable planning decisions to support the local needs of settled Gypsy and Travellers through affordable rural exception accommodation if they meet the terms of the policy as they apply to any other persons.</p> <p>In this context, the Council consider that the impact of policies and site allocations in the plan as a whole should not have a differential impact.</p>
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<p><b>9. Are there concerns that the activity <u>could</u> have a differential impact on grounds of gender?</b></p>	<p>Y</p>	<p><input type="checkbox"/> N</p>	
<p><b>What existing evidence, local or national, actual or presumed, do you have to support your response?</b></p>	<p>Policies in the Local Plan will have an impact upon everyone who lives in, works in, has business in, travels through or visits the borough and we expect this to impact on people of different genders equally.</p>		
<p><b>10. Are there concerns that the activity <u>could</u> have a differential impact on those who have a disability?</b></p>	<p>Y</p>	<p><input type="checkbox"/> N</p>	

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<p><b>What existing evidence, local or national, actual or presumed, do you have to support your response?</b></p>	<p>The NPPF includes reference to addressing the housing needs for different groups in the community. This includes people with disabilities (see paragraph 61).</p> <p>The Local Plan seeks to advance equality of opportunity between disabled communities and people who do not share this characteristic. In this regard, policies regarding development seek to locate growth in areas that are accessible by public transport, or can be made so, and sustainable transport policies require that new development maximises opportunities for people with disabilities to access all modes of transport.</p> <p>Furthermore, housing policies requiring accessible homes and encouragement for Specialist Accommodation seek to ensure that a percentage of new homes are adaptable and accessible or suitable for wheelchair users and can be used by people with a range of accommodation needs including people with disabilities.</p> <p>Sites and improvements to public spaces will need to be designed to comply with the Disability Discrimination Act 1995.</p>	
<p><b>11. Are there concerns that the activity <u>could</u> have a differential impact on grounds of sexual orientation?</b></p>	<p>Y</p>	<p><input checked="" type="checkbox"/> N</p>
<p><b>What existing evidence, local or national, actual or presumed, do you have to support your response?</b></p>	<p>The policies in the Local Plan will have an impact upon everyone who lives in, works in, visits, runs a business in, or travels in the borough. There is no evidence that there will be a differential impact based on sexual orientation.</p> <p>The Local Plan is for the equal benefit of all those mentioned in Section 3 above.</p>	
<p><b>12. Are there concerns that the activity <u>could</u> have a differential impact on grounds of age?</b></p>	<p>Y</p>	<p><input checked="" type="checkbox"/> N</p>

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<p><b>What existing evidence, local or national, actual or presumed, do you have to support your response?</b></p>	<p>The NPPF includes reference to addressing the housing needs for different groups in the community. This includes families with children, older people, students, etc. (see paragraph 61).</p> <p>The Strategic Housing Market Assessment has informed an appropriate mix of housing sought through the Local Plan. This takes into account housing needs across a range of age groups.</p> <p>The Local Plan specifically seeks to improve the lives of all those identified in Section 3 above. It seeks to advance equality of opportunity, considering special needs of particular age groups and includes housing policies to ensure that a wide range of housing is developed. This includes housing for certain groups whose needs may otherwise not be met by the market and who are disproportionately concentrated in certain age groups. These age groups include older people who need care homes or retirement housing and young people (including students) and families with children who may need affordable housing if they cannot enter the housing market.</p>	
<p><b>13. Are there concerns that the activity <u>could</u> have a differential impact on grounds of religious belief?</b></p>	<p>Y</p>	<p><input checked="" type="checkbox"/> N</p>
<p><b>What existing evidence, local or national, actual or presumed, do you have to support your response?</b></p>	<p>The Local Plan has sought to ensure that, where relevant, policies address the needs of different religious groups.</p> <p>This is the case in relation to the provision for choice for burials and cremations. Some religions require separate burial areas. Choice is needed for burials and cremations so that families can select the service based on their religious, location and other needs. In this regard, the draft Local Plan allocates land for a burial ground (see Site Allocation A23). A key motivation for this allocation is to provide choice for burials and cremations so that families can select the service based on their religious, location and other needs(see paragraphs 8.5 - 8.8 of the Guildford borough Infrastructure Delivery Plan, 2017).</p> <p>The Local Plan seeks to bring forward enough burial space to meet the needs of the whole population of the burial catchment area so no individual group will be disadvantaged.</p>	



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<p><b>14. Are there concerns that the activity <u>could</u> have a differential impact on those who have caring responsibilities?</b></p>	<p>Y</p>	<p><input checked="" type="checkbox"/> N</p>	
<p><b>What existing evidence, local or national, actual or presumed, do you have to support your response?</b></p>	<p>The policies in the Local Plan will have an impact upon everyone who lives in, works in, visits, runs a business in, or travels in the borough. There is no evidence that there will be a differential impact based on those with dependants/caring responsibilities.</p> <p>The Local Plan is for the equal benefit of all those mentioned in Section 3 above.</p>		
<p><b>15. Are there concerns that the activity <u>could</u> have a differential impact on grounds of marital status or civil partnership?</b></p>	<p>Y</p>	<p><input checked="" type="checkbox"/> N</p>	
<p><b>What existing evidence, local or national, actual or presumed, do you have to support your response?</b></p>	<p>The policies in the draft Local Plan will have an impact upon everyone who lives in, works in, visits, runs a business in, or travels in the borough. There is no evidence that there will be a differential impact based on marriage and civil partnership.</p> <p>The Local Plan is for the equal benefit of all those mentioned in Section 3 above.</p>		
<p><b>16. Are there concerns that the activity <u>could</u> have a differential impact due a woman's pregnancy or maternity?</b></p>	<p>Y</p>	<p><input checked="" type="checkbox"/> N</p>	
<p><b>What existing evidence, local or national, actual or presumed, do you have to support your response?</b></p>	<p>The policies in the Local Plan will have an impact upon everyone who lives in, works in, visits, runs a business in, or travels in the borough. There is no evidence that there will be a differential impact based on pregnancy and maternity.</p> <p>The Local Plan is for the equal benefit of all those mentioned in Section 3 above.</p>		
<p><b>17. Are there concerns that the activity <u>could</u> have a differential impact due to gender reassignment?</b></p>	<p>Y</p>	<p><input checked="" type="checkbox"/> N</p>	

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<p><b>What existing evidence, local or national, actual or presumed, do you have to support your response?</b></p>			<p>The policies in the Local Plan will have an impact upon everyone who lives in, works in, visits, runs a business in, or travels in the borough. There is no evidence that there will be a differential impact based on gender reassignment.</p> <p>The Local Plan is for the equal benefit of all those mentioned in Section 3 above.</p>
<p><b>18. Could any differential impact identified in 8-17 amount to there being the potential for adverse impact in this activity?</b></p>	<p>Y</p>	<p><input type="checkbox"/> N</p>	<p>No. Where differential needs are identified, such as the need to provide suitable housing for all, we have sought to ensure that Local Plan policies specifically address these different needs so that the impact of the plan as whole for all is equal.</p>
<p><b>19. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one or more of the protected groups or any other reason?</b></p>	<p>Y</p>	<p>N</p>	<p>Not applicable</p>
<p><b>20. If the activity is of a strategic nature, could it help to reduce inequalities associated with socio-economic disadvantage?</b></p>	<p><input checked="" type="checkbox"/> Y</p>	<p>N</p>	<p>The Council have been mindful of opportunities in this regard in the drafting of policies. The Local Plan seeks to provide a basis for reducing the potential for inequalities associated with socio-economic disadvantage through a number of its policies. For example, housing policies seek to ensure an increased number of affordable homes to meet needs and improve equality of access to housing opportunities.</p>
<p><b>21. Is there any concern that there are unmet needs in relation to any of the above protected groups?</b></p>	<p>Y</p>	<p><input type="checkbox"/> N</p>	<p>The Council do not believe there are any unmet needs in relation to spatial planning for the above groups that we are not addressing through the Local Plan.</p>
<p><b>22. Does 'differential impact' or 'unmet need' cut across one or more of the protected groups (e.g. elder BME groups)?</b></p>	<p>Y</p>	<p><input type="checkbox"/> N</p>	<p>The draft Local Plan policies seek to address the potential for any differential impact across protected groups by meeting different people's needs.</p> <p>Although individual policies, proposals and site allocations in the draft Local Plan Strategy and Sites are likely to impact differentially on various age groups and potentially on different ethnic groups, the plan as a whole will not have a differential impact, as it will seek to ensure that we make provision for housing for all different groups.</p>

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<p><b>23. If yes, should a full EIA, if necessary, be conducted jointly with another service area or contractor or partner or agency?</b></p>	<p><b>Y</b></p>	<p><b>N</b></p>	<p>Not applicable</p>																																																																																	
<p><b>24. Is there a missed opportunity to improve this activity to meet the general duties placed on public bodies to eliminate unlawful discrimination, to advance equality of opportunity and to promote good relations between people who share protected characteristics and those who do not?</b></p>	<p><b>Y</b></p>	<p><b>N</b></p>	<p>The Council has been mindful of the aims of the Public Sector Equality Duty (PSED) and has given particular thought to how the Local Plan policies (and subsequent modifications) may be formulated in a manner that advances these aims and does not discriminate, including indirectly, on any sector of society. The Council has been alert to how Policies may or may not impact on particular groups and has had due regard to the interests and needs of those sharing the protected characteristics under the Equality Act.</p> <p>Through the process of developing the Local Plan, including the series of consultations, the Council considers it has addressed opportunities to advance the aims of the PSED and there are no missed opportunities that are apparent.</p> <p>A recent illustration of this ongoing consideration of its PSED obligations is reflected in the Council's approach to its rural exceptions policy. This includes modifications proposed as part of the Local Plan examination process in relation to accommodation of provisions relating to (non PPTS defined) travellers promoting greater equality in terms of access to these potential housing opportunities.</p>																																																																																	
<p><b>25. Should the policy proceed to a full equality impact assessment? Please use the scoring process in the right hand column to guide you.</b></p>	<p><b>Y</b></p>	<p><b>N</b></p>	<table border="1"> <tr> <td colspan="11"> <p>0 – no possible relevance or adverse impact                      1 – extremely low relevance and adverse impact                      2 – relatively low relevance and adverse impact                      3 – medium relevance and adverse impact                      4 - relatively high relevance and adverse impact</p> </td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td>0-11 points</td> <td>low adverse impact, no need for full EIA</td> <td colspan="9"></td> </tr> <tr> <td></td> <td>12-20points</td> <td>medium adverse impact, full EIA required</td> <td colspan="9"></td> </tr> <tr> <td></td> <td>21-27 points</td> <td>high adverse impact, full EIA required</td> <td colspan="9"></td> </tr> <tr> <td><b>Age</b></td> <td><b>Disability</b></td> <td><b>Mat</b></td> <td><b>Gender</b></td> <td><b>Marriage</b></td> <td><b>Race</b></td> <td><b>Trans</b></td> <td><b>Sexuality</b></td> <td><b>Religion</b></td> <td><b>Total</b></td> <td><b>Impact</b></td> </tr> <tr> <td>1</td> <td>1</td> <td>0</td> <td>0</td> <td>0</td> <td>1</td> <td>0</td> <td>0</td> <td>0</td> <td>3</td> <td>Low</td> </tr> </table>	<p>0 – no possible relevance or adverse impact                      1 – extremely low relevance and adverse impact                      2 – relatively low relevance and adverse impact                      3 – medium relevance and adverse impact                      4 - relatively high relevance and adverse impact</p>																								0-11 points	low adverse impact, no need for full EIA											12-20points	medium adverse impact, full EIA required											21-27 points	high adverse impact, full EIA required										<b>Age</b>	<b>Disability</b>	<b>Mat</b>	<b>Gender</b>	<b>Marriage</b>	<b>Race</b>	<b>Trans</b>	<b>Sexuality</b>	<b>Religion</b>	<b>Total</b>	<b>Impact</b>	1	1	0	0	0	1	0	0	0	3	Low
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<b>26. If a full EIA is not required, are there any changes required to the proposal to improve it around the equality agenda?</b>			Beyond the changes referenced under the response to 27 below, there are no further changes considered to be required at this point.  The Council consider that suitable policy options have been followed in the production of the Local Plan and in the context of supporting the aims of the PSED. The policies are intended to have a positive impact in relation to improving equality of opportunity of groups identified in relation to other people who may not be part of these groups.
<b>27. How will any actions identified in 20. to 26. above be taken forward?</b>			Any changes in relation to improving the Local Plan around the equality agenda, progressing from the submitted version of the Local Plan have been included in the draft main modifications to be consulted upon.

Signed



Riaan van Eeden  
(completing officer)

Date: 3/09/2018.

Signed



Stuart Harrison  
(Head of Service)

Date: 3/09/2018

Countersigned



Peter Stevens / Sarah-Jane Grant  
(member of Equality Action Group)

Date: 3/09/18