

HARLOW DISTRICT COUNCIL
EQUALITY IMPACT ASSESSMENT FORM

Name of service, function or policy being assessed	Harlow Local Development Plan
Service/Department	Service - Place Department - Forward Planning
Names and roles of officers completing the assessment (indicate Lead officer)	Lead officer of assessment – Paul MacBride, Forward Planning Manager Supported by Wendy Hague - Project Officer Infrastructure
Contact telephone number of Lead officer	01279 446 258
Date assessment completed	1 May 2018

1. Aims of the policy/service/function and how implemented

	Key Questions	Notes
1.1	Is this a new policy/service/function or a review of an existing one?	<p>New - replaces The Adopted Replacement Harlow Local Plan (July 2006). The chronology for the preparation of the Local Development Plan is set out in the Local Development Scheme, which is available at: http://www.harlow.gov.uk/sites/harlow-cms/files/documents/files/Appendix%20C%20-%20Local%20Development%20Scheme.pdf</p> <p>The Harlow Local Development Plan (the Local Plan) has been prepared in accordance with national legislation and guidance, including the Town and Country Planning (Local Planning) Regulations 2012 (as amended), the National Planning Policy Framework (NPPF) and National Planning Practice Guidance (NPPG). An Infrastructure Delivery Plan (IDP) has also been prepared to identify the infrastructure required to support future levels of growth.</p> <p>There is also an emerging development plan document for Harlow's town centre, The Harlow Town Centre Area Action Plan, which will have its own Inset Policies Map.</p>
1.2	Briefly state the main purpose of the policy/service/function?	<p>The new Local Plan sets out the Council's planning framework to guide future development and the use of land in the district. It identifies how Harlow will grow and develop whilst at the same time maintaining its attractiveness as a place to live, work and visit. The new Local Plan covers the period 2011–2033. Once adopted, the policies in the new Local Plan will replace the policies in the Local Plan 2006.</p> <p>The new Local Plan, together with The Harlow Town Centre Area Action Plan and the Minerals and Waste Local Plans for Essex will form the Development Plan for the district. The Development Plan is the basis upon which planning applications must be determined, unless there are material planning considerations that indicate otherwise. The policies of the Development Plan should be read as a whole.</p>

		<p>The NPPF requires local planning authorities to plan positively and significantly boost the number of new homes being built. The Local Plan will include key objectives, development management policies and sites allocated for development within the district.</p>
1.3	Briefly state the main activities of the policy/service/function?	<p>The Local Plan is a long-term document which provides certainty to communities and businesses as to where development will be provided and, likewise, where inappropriate development will be restricted. It also allows infrastructure providers to plan effectively for the future.</p> <p>Whilst there is not a statutory requirement to undertake an Equality Impact Assessment of the Local Plan, it is essential that a strategic document like the Local Development Plan fully considers the legal duties under the Equality Act 2010. The purpose of carrying out an Equality Impact Assessment of the Local Plan is to ensure that the Council has had due regard to the need to advance equality of opportunity and to remove or minimise disadvantages suffered by people by reason of their protected characteristics; that steps are taken to meet the needs of people from protected groups where these are different from those of other people; and to encourage people from these protected groups to participate in public life or other activities where their participation is disproportionately low.</p> <p>The assessment seeks to comply with the National Planning Policy Framework (NPPF) 2012. The paragraphs which are especially relevant are:</p> <p>Paragraph 50: To deliver a wide choice of high quality homes, widen opportunities for home ownership and create sustainable, inclusive and mixed communities, local planning authorities should plan for a mix of housing based on current and future demographic trends, market trends and the needs of different groups in the community (such as, but not limited to, families with children, older people, people with disabilities, service families and people wishing to build their own homes)</p>

		<p>Paragraph 69: The planning system can play an important role in facilitating Social interaction and creating healthy, inclusive communities. Local planning authorities should create a shared vision with communities of the residential environment and facilities, they wish to see. To support this, local planning authorities should aim to involve all sections of the community in the development of Local Plans</p> <p>Paragraph 155: Early and meaningful engagement and collaboration with neighbourhoods, local organisations and businesses is essential. A wide section of the community should be proactively engaged, so that Local Plans, as far as possible, reflect a collective vision.</p> <p>This Equality Impact Assessment therefore considers not only the Local Plan as a whole, but also the consultation processes involved in the development of the Plan itself.</p>
1.4	<p>Who are the main beneficiaries? Whose needs are it designed to meet?</p>	<p>All those who engage with the planning process and require planning guidance and support.</p> <p>The main stakeholders for both this assessment and the Local Development Plan include:</p> <ul style="list-style-type: none"> • Private individuals/residents of Harlow District • Developers/landowners • Local/national organisations and agencies • Community and interest groups • Neighbouring Authorities • Existing communities • Service providers • Local businesses/employers • All protected groups that live, work and travel to the District will be affected by the Local Plan.

		<p>Harlow Council recognises that discrimination does not need to be intentional for unfair treatment or adverse impact to occur. The Council's approach to equality recognises that there is a range of different groups in the District who may have different needs and therefore the Council's services should be fairly and equitably provided to the whole community. The authority's Equality Policy can be accessed from the link below: https://www.harlow.gov.uk/equality</p> <p>Section 149 of the Equality Act is the Public Sector Equality Duty, which came into force in April 2011. It requires all public bodies, such as councils, to meet the needs of <i>all</i> individuals in day-to-day working operations. This includes when shaping policy, when delivering services and in relation to the Council's own employees.</p> <p>The Equality Act requires public bodies to:</p> <ol style="list-style-type: none"> 1. have 'due regard' to the importance of eliminating discrimination, harassment, victimisation and other such prohibited conduct; 2. advance the equality of opportunity between those who share a relevant protected characteristic* and those who do not share it; 3. foster good relations between those who share a relevant protected characteristic and those who do not share it <p>*The protected characteristics, as set out in the Act, are:</p> <p>Age</p> <p>Gender reassignment</p> <p>Being married/in a civil partnership</p>
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	<p>Being pregnant/having a child</p> <p>Having a disability (defined as: if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative impact on your ability to do normal activities)</p> <p>Race (including colour, nationality, ethic or national origin)</p> <p>Religion, belief or lack of religion/belief</p> <p>Sex</p> <p>Sexual orientation</p> <p><u>Baseline characteristics for equality, diversity and inclusion (updated for the assessment)</u></p> <p>Harlow's population is approximately 85,900 residents¹. The district first reached its original target population of around 80,000 people in the mid 1970s, but by 1995 the population had declined to 73,600 people. Following planned expansions in the late 1990s and 2000s, the population grew again, particularly in two neighbourhoods, Newhall and Church Langley. By 2011, Harlow had a very high population density of 26.8 people per hectare, compared to 4.7 for Essex and 4.1 for England. This high density is offset by easy access to services and facilities and by the network of Green Wedges and other open spaces, a legacy of Sir Frederick's Gibberd's original Masterplan for the New Town.</p> <p>The population of Harlow, in comparison to the rest of Essex, is relatively young. In 2015, the proportion of residents aged between 0-15 years was 21%; the equivalent figure for mid-2016 was estimated to be 21.7%². The percentage of persons over the age of 65 years at 0.9% continues to be lower than the Essex and England averages. The dependency ratio (dependents/working</p>
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¹ ONS revised MYE 2016 22 March 2018

² ONS revised MYE 2016 22 March 2018

	<p>population) corresponds to the average for England.</p> <p>By 2033, projections suggest the proportion of people aged over 65 will rise significantly compared to the other age bands, and that there will be a significant drop in the proportion of people aged between 30 and 64. Life expectancy at birth for males was slightly below the England average (83.4 years) and slightly higher for females (86.7 years) in 2017.</p> <p>In terms of disability within the District, the percentage of all households with one person with a long-term health problem or disability was 25.4% in 2011. Approximately 10% of the total population in the District in 2011 provided some form of unpaid care with the majority providing 1 to 19 hours of unpaid care per week. Around 6.1% (5,025 people) of the total population provided unpaid care for up to 19 hours per week. The latest information (November 2016) for main benefit claimants indicates that the number of those claiming disabled benefits corresponds to the British average; for ESA and Incapacity Benefits, the Harlow figure was lower than the British average, but more than the regional average.</p> <p>Figures for marital and civil partnership status of residents in the District is based upon the 2011 Census and clearly do not reflect legislative changes in recent years. The District had a lower proportion of individuals that are married than the average for England (44.8 % via a vis 46.6%) and a higher proportion of individuals that are divorced compared to the national average. However, it was almost identical to the national average for single and same sex marriage. The number of lone parents in Harlow is currently high relative to the regional average.</p> <p>A breakdown of the ethnic diversity of the District reveals that in 2015 the percentage of people from an ethnic minority group was 14.5%, higher than average for Essex (7.4%) and for England (13.2%). In 2015, an injunction was granted to prevent unauthorised encampments being set up on 454 parcels of land in Harlow; this was extended in 2017 to cover the period up to 2020. This was in response to a high number of encampments being set up in Harlow. The GTAA³ for Greater Essex identified a need for no additional pitches for Gypsy or Traveller households that meet the revised planning definition as set out in the PPTS (2015).</p> <p>Looking at the religious breakdown from the 2011 Census, the percentage of the District that is Muslim is smaller than the regional and national averages. The percentage with no religion was</p>
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³ Essex, Southend-on -Sea and Thurrock GTAA Summary (January 2018)

	<p>33.9%. Of those professing to have a faith, just over 55% were Christians.</p> <p>In terms of socio-economic classification in 2015-16 the District had a lower proportion of the 'higher' classification jobs, such as managers, professional occupations etc., than the average for the East of England, or Great Britain as a whole (respectively 27.0%, 46.1% and 45.8%)⁴. The unemployed figures for Harlow for the same period i.e. April 2017 to March 2018 were equivalent to the figure for Great Britain (4.3%) compared to 3.7% for the East. No local figures were available for the number of carers looking after family. In terms of levels of deprivation, two wards areas within the District ranked within the 10% most deprived nationally (also known as the 1st decile). The overall deprivation score for the district was 23.6 in 2015, the average figure for England was 21.8. Children in low income families in 2014 were slightly higher than the average for England; no later data is available. Life expectancy between the most and least deprived wards for males is 4.1 years; the equivalent figure for females is 4.5 years⁵. Harlow has the second highest number of working age claimants claiming benefits across Essex.⁶</p> <p>In 2015, the proportion of the District's residents with no qualifications was higher than the average for the East of England and for England as a whole. This trend is also apparent for the latest area profile from Nomis. The percentage of population with no qualifications in Harlow is 11.15, for the East 7.2% and for Great Britain, 7.7%. In addition, there are far less of the District's residents with NVQ4 and above (i.e. all higher education qualifications) than the average for the East of England. Weekly earnings for full time workers for 2017 were also less in Harlow than the East and Great Britain (£524.30; £574.90 and £552.70</p>
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⁴ Nomis LA profile April 2107 to March 2018

⁵ West Essex CCG Annual report 2016

⁶ As 5.

1.5	Which staff carry out the policy/service/function?	1. Forward Planning Officers 2. Development Management Officers

2. Information Gathering and Data Collection

	Key Questions	Notes	If further data collection is needed – state by whom, when and how is it going to be done?
2.1	<p>What quantitative (numerical) data do you already have (e.g. national and local demographic data, equality monitoring data, employee data, customer profile data etc) about those who use or will use the policy or service?</p> <p>What gaps are there in the data?</p> <p>What else do you need?</p> <p>NB. Attach copies of the relevant data that you are using for this assessment</p>	<p>ONS⁷: Census data 2001 and 2011, historical Neighbourhood Statistics; Mid-year Estimates (MYEs); NOMIS; Population Projections 2016 based.</p> <p>DCLG Indices of deprivation 2015</p> <p>PHE: Essex and Harlow District Profiles 2017</p> <p>Essex Insight: Joint Strategic Needs Assessment (JSNA) 2016 Countywide and District Portraits</p> <p>ORS Essex, Southend-on-Sea and Thurrock Gypsy, Traveller and Travelling Showpeople Accommodation Assessment (GTAA) 2016-33 <i>Endorsed by the Essex Planning Officers Association (EPOA) January 2018</i></p> <p>ORS Strategic Housing Market Assessment for East Hertfordshire and West Essex (SHMA) 2015 and July 2017</p> <p>Harlow Council Corporate Plan 2017 http://www.harlow.gov.uk/sites/harlow-cms/files/files/documents/files/Corporate%20Plan%202017.pdf Strategic Sustainability Appraisal (SEA) (Some of these documents are large files and are available on the Council website at https://www.harlow.gov.uk/evidencehttps://www.harlow.gov.uk/statistics)</p>	<p>No further data collection is needed before Submission of the Local Plan to the Secretary of State.</p> <p>The performance of the new Local Plan, once adopted, will be monitored at regular intervals using pre-agreed objectives and targets as set in Chapter 18 of the Plan.</p>

⁷ <https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/bulletins/annualmidyearpopulationestimates/latest>

2.2	<p>What qualitative data do you already have (e.g. results of customer satisfaction surveys, results of previous consultations, staff surveys, analysis of customer complaints/comments, feedback from community groups or individuals etc) about those who use or will use the policy or service?</p> <p>What gaps are there in the data?</p> <p>What else do you need?</p>	<p>Marmot Report 2010 Social Mobility Commission State of the Nation (5th annual report) 2017⁸ UCL Institute of Health Equity research papers NIHB Impact of insecure accommodation and the living environment on Gypsies' and Travellers' health https://www.gov.uk/government/publications/gypsy-and-traveller-health-accommodation-and-living-environment</p> <p>RTPI Research papers http://www.rtpi.org.uk/media/1811222/poverty_place_and_inequality.pdf http://www.rtpi.org.uk/knowledge/research/planning-horizons/promoting-healthy-cities/ http://www.rtpi.org.uk/knowledge/practice/dementia-and-town-planning/</p> <p>Informal and formal discussions and negotiations with local organisations, landowners, adjoining Councils and other Council departments. Some of the informal discussions are commercially sensitive and are not in the public domain.</p> <p>Responses to formal public consultation that took place 2010-11, 2014 and 2017. https://www.harlow.gov.uk/local-plan</p>	
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⁸ [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/662744/State of the Nation 2017 - Social Mobility in Great Britain.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/662744/State_of_the_Nation_2017_-_Social_Mobility_in_Great_Britain.pdf)

3. Consultation

	Key Questions	Notes	If further consultations are needed/ planned – state with whom, by whom, when and how is this going to be done?
3.1	What consultations have been held and with whom did you consult? What were the main issues raised?	<p>During the preparation of the new Local Development Plan there have been three formal stages of public consultation. These have been held in accordance with primary and secondary legislation, the NPPF, the NPPG and the Council's Statement of Community Involvement (SCI).</p> <p>This includes:</p> <ol style="list-style-type: none"> 1. The Issues and Options Consultation 2010 (10 weeks) November 2010-January 2011 2. The Emerging Strategy and Further Options Consultation (2014) April-May 2014 3. Development Management Policies Consultation (2017) July-September 2017 <p>For each of the consultations, interested parties were able to respond by using the Council's online consultation portal, emailing comments to a dedicated email address or by writing to the Council.</p>	<p>Pre-Submission Publication (Summer 2018) (6 weeks)</p> <p>Any further consultations as required by the Planning Inspectorate post Submission to the Secretary of State.</p>

		<p>Letters (and CDs containing documentation, where appropriate) or emails (depending on the contact information and any recorded choices of the recipients), were sent to relevant stakeholders to inform them of the consultation, along with information about the Local Development Plan, where they could view the documentation in public buildings and on the Council website, and how they could respond to the consultation. These stakeholders included:</p> <ol style="list-style-type: none"> 1. Various utility bodies (including Anglian Water and British Gas) 2. Local organisations (including West Essex CCG, the former PCT for Harlow and Princess Alexandra Hospital NHS Trust, educational bodies and charities) 3. National organisations (including Natural England, English Heritage and the Highways Agency) 4. Selected Harlow Council Councillors 5. Selected Harlow Council Officers 6. Adjoining district/city/borough/parish/town Councils (including Hertfordshire and Essex County Council and Parish Councils) 7. Landowners and tenants of sites affected by the proposals 	
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		<p>8. Any person, company or organisation registered on the Local Development Plan consultation database who stated they wished to be kept informed of relevant consultations</p> <p>For each consultation, a press notice was published in the <i>Harlow Star</i>, hard copies of the Plan and its associated documents were available to view at all of Harlow's libraries and at the Civic Centre, and all the documentation was available to download from the Council website.</p> <p>Static exhibitions in the Central Library and the Council Reception provided further information. On occasions advertised in the consultation materials, these were staffed by Council Officers to allow questions to be asked directly.</p> <p>In order to engage the younger people in Harlow in the preparation of the new Local Plan and the future of the district, meetings were held with the Harlow Youth Council relating to the earlier stages of consultation.</p> <p>Representations received during the consultations are summarised in Consultation Summary Reports; these can be found at https://www.harlow.gov.uk/local-plan</p>	
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		<p>Issues and Options (2010-11) The responses showed there was little support for the growth levels identified in the Regional Spatial Strategy, but strong support to meet local housing needs. The phasing of transport and other infrastructure improvements before large scale development was important.</p> <p>Emerging Strategy and Further Options (2014) Respondents identified the need for the need for high levels of growth to address existing key issues relating to affordability, infrastructure provision, regenerations needs and investment opportunities.</p> <p>Development Management Policies Consultation (2017) Main issues: Respondents queried the absence of strategic policies which were referenced in the text. The justification for some of the development management policies was queried. The absence of key evidence documents and the age of existing evidence/supporting documents was also raised.</p> <p>The Council prepared responses to each</p>	
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		representation and, where appropriate, made amendments to the text after consultation with elected members	
3.2	What consultations were held specifically with the equality target groups? What were the main issues raised?	<p>Among the stakeholders consulted for each consultation were the following groups specifically relating to equality:</p> <ol style="list-style-type: none"> 1. Equal Opportunities Commission 2. Gypsy Council 3. National Federation of Gypsy Liaison Groups 4. Harlow and District Access Group 5. Harlow Faiths Forum 6. Harlow Youth Council 7. Harlow MENCAP 8. Harlow MIND & West Essex MIND 9. Former PCT for Harlow (up to April 2013), West Essex CCG and NHS West Essex 10. Princess Alexandra Hospital NHS Trust <p>Representations were received from some of these groups. Key points are summarised below:</p>	No further consultations required/planned.

		<p>NHS West Essex: Objectives and priorities should be aligned to those of WEPCT and the JSNA; provision to be made for specialist housing because of ageing population; greater emphasis on green space for public health.</p> <p>West Essex CCG and NHS England: The needs of an ageing population with chronic underlying conditions should be considered alongside the needs of planned new growth.</p> <p>PAH NHS Trust: Policy CP4 Community to be carried forward from existing Local Plan</p> <p>Essex CC The County Council raised concerns regarding the absence of a health and well-being policy, which could be included in PL1. The use of Health Impact Assessments and Public Health Guidance issued by the authority were encouraged. The Glossary should be revised to complement possible changes to INF6.</p> <p>Education & Skills Funding Agency (launched 01.04.17) referred to the need for an up to date IPD, the possibility of a separate DPD for Schools, the absence of a Planning Obligations DPD and the need to mention schools in Policy IN6.</p>	
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		<p>Any member of the public, along with other groups (including other groups specifically relating to equality) would have been alerted to the consultations via the press notices, email/letter notifications (where requested or where statutorily sent) and website information, and could have made representations.</p> <p>Representations received from groups & individuals relating to equality, either directly or indirectly:</p> <p>Historic England supported H10 but asked for heritage assets to be added to part (a)</p> <p>Environment Agency supported H10 and suggested minor changes to the supporting text</p> <p>Sport England asked for the economic and health-well benefits of sport to be given greater prominence. The absence of newly prepared evidence relating to sporting facilities was queried.</p> <p>Developers and their agents expressed concerns regarding the justification for Policies H5, H8 and L1; particularly in the absence of localised disability data. Wording was too prescriptive. The costs of applying</p>	
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		<p>standards from Building Regulations, intended as optional, would render development unviable.</p> <p>The application of PR4 to outline planning applications was also queried as insufficient data may be available.</p> <p>Developers also considered the Green Wedges Policy to be too restrictive; more categories of community facilities should be considered as exceptions.</p> <p>An amenity society stressed the importance of enforcing restrictions on temporary encampments.</p> <p>A private individual asked for greater encouragement for bungalows to accommodate an ageing population.</p>	
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3.3	<p>Is the Council working in Partnership with other organisations to implement this policy/function?</p> <p>Should this be taken into consideration? (E.g. Agreeing the equalities monitoring categories)</p> <p>Should the partnership arrangements have an EIA?</p>	<p>Throughout the preparation of the Local Development Plan, the Council has worked in partnership with several organisations, including Essex County Council, Hertfordshire County Council, the West Essex PCT/CCG and The Princess Alexandra Hospital Trust, the Highways Agency; private consultants; adjoining District Councils; landowners and other Harlow Council departments.</p> <p>EIA is not required for the partnership arrangements.</p>	<p>Consultation is ongoing under the Duty to Cooperate (Localism Act 2011); there is a duty for public bodies to cooperate on planning issues that cross administrative boundaries, particularly those which relate to strategic priorities. These could include matters which directly or indirectly affect the interests of protected groups that live, work and travel to the District.</p> <p>The Co-operation for Sustainable Development Member Board for the authorities in West Essex and East Hertfordshire was established in October 2014 and is supported by an Officer Group.</p>
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4. Assessment of Impacts

	Protected characteristic	Evidence and effect of impact on the protected characteristic
4.1	<p>Gender – identify the impact/potential impact of the policy/function on women, men and transgender people</p> <p>And/or</p> <p>Proposed measures to mitigate any adverse impacts</p>	<p><u>Positive impact</u></p> <p>It is considered that the Local Plan will not have a significantly greater impact upon one gender more than another.</p> <p>For transgender people, it is considered that the Local Plan will have a positive impact, as the provision and loss of community facilities, which could include LGBT venues, is covered by the criteria-based Policy L2. Policy HGT1 also addresses the need to create social and vibrant neighbourhoods and to consider infrastructure on-site and off-site to meet the needs of existing and future residents and visitors.</p> <p>Within the policy for the Garden Town, there are guiding principles which aim to create balanced, inclusive communities and sociable, walkable neighbourhoods. Improvements in creating safer environments will be of benefit to the whole community.</p> <p>It is possible that the design and amenity principles for development could reduce crime, the perception of which may be higher in females⁹. The Adopted Harlow Design Guide does address “secured by design” standards and a significant change may be difficult to measure.</p> <p>Through the introduction of new businesses and developments in the district, the Local Plan will create employment and training opportunities for all residents of Harlow and improve the image of Harlow as a sub-regional centre</p>

⁹ <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/datasets/crimeinenglandandwalesannualsupplementarytables>

		<p>for employment in a greater range of sectors. Likewise, the preparation and delivery of a Skills Strategy with key partners and stakeholders is likely to improve the skills and educational attainment of residents in Harlow and across the sub region.</p> <p>These potential positive impacts are not, however, specific to this protected characteristic group.</p> <p><u>Relevant policies:</u></p> <p>PL1 PL2 HGT1 ED1-4 PR1 L2</p>
4.2	<p>Disability – identify the impact/potential impact of the policy on disabled people (ensure consideration of a range of impairments including visual and hearing impairments, mobility impairments, learning disability etc)</p> <p style="text-align: center;">And/or</p> <p>Proposed measures to mitigate any adverse impacts</p>	<p><u>Positive impact</u></p> <p>Through the the introduction of new businesses and developments in the district, the Local Plan will create opportunities for all residents of Harlow and improve the range of training opportunities across a wide range of employment sectors and enhance access to employment for those previously at a disadvantage. Opportunities for flexible working are likely to be enhanced by greater access to high speed broadband.</p> <p>This potential positive impact is not, however, specific to this protected characteristic group.</p> <p>Other policies seek to ensure that new developments and existing key gateway locations are easy to navigate, prioritise pedestrian movements and provide community facilities on site or provide contributions towards local services or</p>

		<p>facilities for the whole community.</p> <p>In line with national legislation, policy and guidance, new/refurbished buildings for employment and residential use must consider requirements for disabled people, such as ramps, wide doorways and designated parking provision. In addition, 10% of market housing and 15% of affordable housing is to be for wheel chair users and in major residential development, the proportion to be built at M4 (3) standard is set out in the SHMA. The justification for the creation of a residential annexes include occupancy by a dependent relative or carer.</p> <p><u>Relevant policies include:</u></p> <p>ED3 SIR2 PL1 IN1-3 & IN6 H5 H6 H7 PR4 L1 to L3</p>
4.3	<p>Age – identify the impact/potential impact of the policy/function on different age groups</p> <p>And/or</p> <p>Proposed measures to mitigate any adverse impacts</p>	<p><u>Positive impact</u></p> <p>The Local Plan seeks to protect the interests of existing and of new communities for all ages. Facilities will be provided for all ages together with a wide range of housing types, including family, adaptable and specialist.</p> <p>Affordable homes are important for younger and older people and its delivery is a key priority. All new dwellings must meet certain Building Regulations to ensure they are accessible and adaptable to meet the occupiers' future needs.</p>

		<p>For larger developments, open spaces will be provided for recreation, relaxation and exercise.</p> <p>The IDP will also indicate the scale and location of investment required for improvements to the public transport system; the benefits will be of particular value to the young and old and its hoped that an increase in physical activity rates will enhance physical and mental well-being.</p> <p>This potential positive impact is not, however, specific to this protected characteristic group.</p> <p><u>Relevant policies include:</u></p> <p>HGT1 HS3 SIR1 SIR2 PL1-9 H4-8 IN1 IN4 IN6</p>
4.4	<p>Race – identify the impact/potential impact of the policy/function on different black and minority ethnic groups, including Gypsy and Traveller communities</p> <p>And/or</p> <p>Proposed measures to mitigate any adverse impacts</p>	<p><u>Positive impact</u></p> <p>The Local Plan seeks to ensure that a range of housing options is provided. This includes the restoration of pitches at an existing site for the Travelling Community. The supporting evidence can be found within a joint Accommodation and Needs Assessment undertaken for Greater Essex. A criteria-based policy for proposals for new park homes is also included for those who no longer fall within the Government's definition of Gypsies & Travellers & Travelling Showpeople.</p>

		<p>The Plan seeks to strengthen the relationship between these groups and the settled community through the policies relating to design, amenity, the delivery of a skills strategy and access to training and other community facilities and services. The potential positive impacts are, therefore, not specific to this protected characteristic group.</p> <p><u>Relevant policies include:</u></p> <p>HS4 H10</p> <p>PL1-2 ED3 SIR1-2 H6 PR4 L2 IN1 IN4 IN6</p>
4.5	<p>Sexual orientation – identify the impact/potential impact of the policy on lesbians, gay men, bisexual and heterosexual people</p> <p>And/or</p> <p>Proposed measures to mitigate any adverse impacts</p>	<p><u>Positive impact</u></p> <p>The provision and loss of community facilities, which could include LGBT venues, is covered by Policy L2. This is a criteria-based policy. Policy HGT1 also addresses the need to create social and vibrant neighbourhoods and to consider infrastructure on-site and off-site to meet the needs of existing and future residents and visitors.</p>

		<p>The overall impact for those people of different sexual orientations is positive.</p> <p>These potential positive impacts are not, however, specific to this protected characteristic group.</p> <p><u>Relevant policies include:</u> L2 HGT1</p>
4.6	<p>Religion/belief – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no faith</p> <p>And/or</p> <p>Proposed measures to mitigate any adverse impacts</p>	<p><u>Positive impact</u></p> <p>The provision and loss of facilities which may enable the practice of faith and religious beliefs is covered by Policy L2. This is a criteria-based policy. Policy HGT1 also addresses the need to create social and vibrant neighbourhoods and to consider infrastructure on-site and off-site to meet the needs of existing and future residents and visitors.</p> <p>Communities and stakeholders are encouraged to become involved in the design and delivery of all facilities from the outset and in the delivery of the long term community engagement strategy.</p> <p>The overall impact for those people of different religions and faiths and for those who have no faith is positive.</p> <p><u>Relevant policies include:</u> L2 HGT1</p>

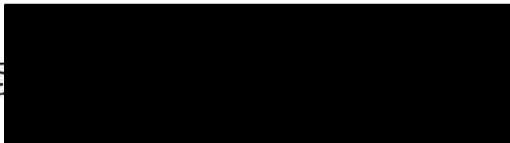
4.7	<p>Socio-economic disadvantage – identify any impact on those who have a low income, or whose family circumstances/history may affect their ability to access services eg. carers and the cared for; pensioners; single-parents; long-term unemployed; history of abuse/domestic violence; benefits claimants; housebound; chronically ill;</p>	<p><u>Positive impact</u></p> <p>The Local Plan seeks to create cohesive communities which provide a range of housing options including affordable homes. This should enhance access to employment areas and training opportunities which would not have been otherwise possible and at the same time, reduce the need to travel. Developments will also be required to local services within walking distance.</p> <p>Opportunities for flexible working are likely to be enhanced by greater access to high speed broadband which is likely to benefit those who are house-bound and their carers. New public transport options are likely to benefit this group more than those who are not disadvantaged economically and/or socially.</p> <p>The overall impact for those people experiencing socio-economic disadvantage is positive.</p> <p><u>Relevant policies include:</u></p> <p>PL1-2 ED3 SIR1-2 H6 PR1 PR4 L2 IN1 IN4 IN6</p>
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4.8	<p>Any other groups, if appropriate e.g. children leaving care; pregnant or breast-feeding mothers; carers;</p>	<p>Local area trend data for this category is not available</p>
4.9	<p>Are there any additional measures that could be adopted to further equality of opportunity in the context of this policy/service/function and to meet the needs of equalities groups that you have identified?</p>	<p>The performance of the Local Plan will be monitored regularly against pre-agreed objectives and targets as set out in Chapter 18 of the Plan.</p> <p>Any contextual changes which may have a material bearing on policies and proposals within the Plan will also be monitored; these could include revisions to legislation, national policy and guidance as well as case law, Ministerial Statements and new and/or revised corporate plans and strategies.</p> <p>The Authority's Monitoring Reports will also provide a commentary on progress and performance of all development plan documents together with a quantitative assessment of the implementation and delivery of housing and employment allocations and supporting infrastructure.</p> <p>The preparation of masterplans for strategic developments will normally include details of phasing for key infrastructure, thereby ensuring that access to services and facilities can be provided at the appropriate time. These are essential in schemes which cross local authority boundaries and should ensure that the interests of protected groups are safeguarded and enhanced. There are policies within all the Local Plans of the Garden Town Local Planning Authorities which refer to the preparation of masterplans.</p>

5. Summary Overview of EIA

Equalities category	No adverse impact AND promotes equality and diversity <i>Please tick ✓ if appropriate</i>	No adverse impact BUT equality and diversity NOT promoted <i>Please tick ✓ if appropriate</i>	Evidence of adverse impact <i>Please tick ✓ if appropriate</i>
Gender and transgender	✓		
Race	✓		
Disability	✓		
Age	✓		
Sexual orientation	✓		
Religion and belief	✓		
Socio-economic disadvantage	✓		

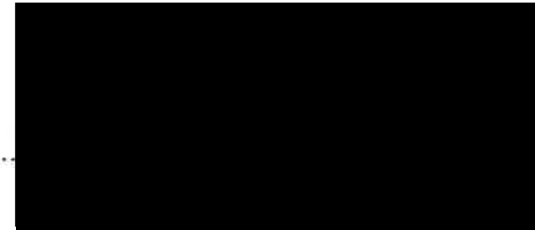
Signed
Project Manager



Print Name DIANNE COOPER

Date ...15/08/2018.....

Countersigned
Head of Service



Print Name JANE GREER

Date 15/8/18.....

Under the Freedom of Information Act, this completed EIA form will be placed on the Harlow website and be available on request to the general public.

NB

Please provide a summary overview by completing the Section overleaf, ticking the relevant boxes to confirm the outcome and findings of this assessment process

It is also essential that you complete an action plan based on your assessment (see form EIA.2) and attach this to your Equality Impact Assessment form (EIA.1) form. This is a vital component of the equalities impact assessment process.

Include all of the measures that you will take to improve the policy/function for the different equalities characteristics, e.g. staff training, positive action, revisions to policy, monitoring of your action plan, etc.

Once you have completed the forms EIA.1 and EIA.2 please sign and date and:

- a) Send a copy to your Head of Service for endorsement
- b) Keep a copy as a record of the processes you have been through in carrying out the EIA
- c) Send a PDF copy of the signed and endorsed EIA form plus enclosed action plans to the Corporate Equalities Group via the HDC Community Liaison Officer equalities@harlow.gov.uk

Note

- If you are unsure of any aspect of this Equality Impact Assessment process you can seek guidance from your service representative on the Corporate Equalities Group or from the HDC Community Liaison Officer who can be contacted on equalities@harlow.gov.uk and extension 6388.
- Once the EIA form has been completed please ensure all enclosures are attached then sign and date the form, ensure it is countersigned by your Head of Service, keep a copy for your records and send a PDF to equalities@harlow.gov.uk

Note

- It is a legal requirement that consultation takes place with appropriate stakeholders as part of the EIA process.
- You must ensure that you record all the main areas of concern raised by equality and customer groups during consultations and how you aim to address these concerns.