

Durham County Council – Altogether Better equality impact assessment form

NB: Equality impact assessment is a legal requirement for all strategies plans, functions, policies, procedures and services. We are also legally required to publish our assessments. You can find help and prompts on completing the assessment in the guidance from page 7 onwards.

Section one: Description and initial screening

Section overview: this section provides an audit trail.	
Service/team or section: Planning Policy, Regeneration & Economic Development	
Lead Officer: Strategic Planning Policy Team Leader Planning Policy Officer, Strategic Planning Policy Team	Start date: June/July 2010
Subject of the Impact Assessment: (please also include a brief description of the aims, outcomes, operational issues as appropriate)	
<p>The County Durham Plan (County Durham LDF) Planning the Future of County Durham Core Strategy Issues and Options Paper (June 2010).</p> <p>The County Durham Plan (the Local Development Framework) is a suite of documents which will replace the saved policies of the former District and Borough Local Plans and the Minerals Local Plan and Waste Local Plan of the former County. The Core Strategy will be the key document and must be produced first. This will provide broad strategic direction, a spatial expression of the Sustainable Community Strategy and will provide guidance and policy on the scale and distribution of new development, infrastructure provision and use of land and buildings for the next 20 years. Its aim is to create a good balance of housing, jobs and other services that all can access. All LDF documents are subject to extensive public and stakeholder consultation and participation and a key aim is to create equality of opportunity for all, including by treating some more favourably to avoid disadvantage. Consultation has taken place on the previous stages of the Plan. A Statement of Community Involvement has also been produced (May 2010), as we believe that we should provide real opportunities for all to be involved in all aspects of planning, from plan making to determination of development proposals.</p> <p>The Core Strategy Issues and Options Paper (the subject of this Impact Assessment and henceforth “the Plan”) aims to create the “Altogether Better Durham” set out in the Sustainable Community Strategy, and deliver the “step change” in the County’s economy needed to achieve a vibrant economy and the regeneration envisaged, bridging the gap with other parts of the North East and elsewhere and creating a County of sustainable communities. In order to deliver the spatial interpretation of the SCS Vision, 21</p>	

objectives are identified. It consults on whether these objectives are the best for the County and whether the spatial interpretation of the SCS Vision is appropriate. Most of the objectives are thematic, but some are area-specific such as the need to fulfil Durham City's economic potential and capitalising on its assets as a visitor destination.

Who are the main stakeholders: General public / Employees / Elected Members / Partners/ Specific audiences/Other (please specify) –

All who live in, study in, work in, visit, or have an interest in County Durham. This includes the general public, Council Staff, Elected Members, developers and landowners, various partners, stakeholders from various sectors and interest groups or communities, and statutory consultation bodies.

Is a copy of the subject attached? No.

If not, where could it be viewed? <http://durhamcc-consult.limehouse.co.uk/portal/planning/csiando/csio2010?tab=files> under Supporting Documents.

Initial screening

Is there an actual/potential negative or positive impact on specific groups within these headings?

Indicate :Y = Yes, N = No, ?=Unsure

Gender	Y	Disability	Y	Age	Y	Race/ethnicity	Y	Religion or belief	Y	Sexual orientation	Y
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How will this support our commitment to promote equality and meet our legal responsibilities?

The Equality Act came into force on 1st October 2010. It replaces all previous equality law including: The Equal Pay Act 1970; The Sex Discrimination Act 1975; The Race Relations Act 1976; The Disability Discrimination Act 1995; and The Equality Act 2006.

The Act applies to Council functions, even where these are carried out in partnership or by third parties. It has replaced and extended previous equality legislation, updating discrimination law and introducing “protected characteristics” and a duty to make reasonable adjustments for disabled people among key changes. It is Durham County Council's policy to meet equality law and treat people fairly and lawfully, promoting equality of opportunity and good relations between different groups. We must be aware of the protected characteristics of Age; Disability; Gender/Sex; Gender Reassignment; Pregnancy and maternity; Race; religion or belief and Sexual orientation and we must avoid discrimination of various types including by association and indirect. The Council's Single Equality Scheme and action plan sets out what we will do to meet these duties.

The Core Strategy of the County Durham Plan (the Plan) has been consulted upon extensively and there has been focus upon

hard to reach groups and stakeholders from a variety of communities and interest groups:

- Issues and Options Consultation to 6th August 2010 (75+ events)
- There has also been consultation previously on different aspects of the Plan, and the comments received have been taken into account in the formulation of the latest version of the consultation document.
- The Plan is available in other languages and in other formats. We have recently had several enquiries for audio versions for the blind and a large text version.
- The Plan and copies of the Settlement Study have been placed at libraries, County Hall and Customer Access Points throughout the County.
- The consultation has used a variety of times and venues to try to engage with the different groups in the community. This has included libraries; town halls; community centres; town and parish council offices and sports centres. It has also used a variety of different means including “roadshows” and “drop-ins”; stakeholder workshops; steering groups; and forums, including Area Action Partnership Forums and Parish Council Forums, Boards and Sub-committees.
- News articles, leaflets, the internet, and posters were used to promote the events and the Plan itself.

The Plan will treat the Gypsy and Roma Traveller community differently, to ensure they are not disadvantaged. There will be a Gypsy and Traveller Development Plan Document (DPD) prepared at a later stage. A study in 2007 identified a need for an estimated 108 extra pitches for Gypsies and Travellers across the County between 2005 and 2010. This assessment will be updated to include the needs of Travelling Showpeople.

The Plan will also treat older people differently to ensure they are not disadvantaged, as the population is anticipated to change over the Plan period and we must provide for housing needs. We must provide housing for the increasing numbers of older people (by 2021 around a quarter will be over retirement age and the numbers of over-75s are expected to double). Further studies will be carried out to forecast requirements for older people and review current accommodation.

The Plan will also seek to address the accommodation needs of students, whilst controlling “studentification” of areas of Durham City. Whilst this is an issue that can be addressed by the Core Strategy, it is likely that any detail will be in the implementation of policies within the later Development Management DPD. The purpose of this is to promote equality of opportunity and prevent families from being unable to live in certain areas due to them becoming “student ghettos”. We believe this is not discriminatory, however further discussion and consultation will be undertaken as to how this could be secured.

The Plan will seek to ensure that development is accessible to all and is well designed to the Lifetime Homes Standard. This aims to eliminate disadvantage for those without access to a car, disabled people, older people or those with limited mobility. This will also include in rural areas where accessibility is more problematic for some people. This will also help in promoting positive attitudes towards disabled people and taking account of someone’s disability, even where that involves treating them more favourably than other people. Design criteria will also include designing out crime and making minorities feel safer in new developments.

Rural areas will also benefit from Rural Affordable Housing policies, and we aim to eliminate the affordability issues identified in areas such as West Durham. This will benefit younger people who are getting onto the housing ladder for the first time or who wish to stay in their local area but have previously been unable to afford it.

The Plan asks for priorities for Developer Contributions. We feel this gives the opportunity to involve all in public life and decision making. There will be those who feel that they are disadvantaged by the proximity of new development to their homes or businesses and who may feel that the concentration of development on certain areas or settlements is unfair. This is not unlawful discrimination, however, and every effort has been made to accommodate such concerns. The Plan aims to build sustainable communities and we believe it is making the difficult decisions and is a proportionate response to levels of development needed.

The Plan aims to promote equality in all of its objectives. It aims to reduce inequality of opportunity by various means across several themes or areas. For example, Objective 3 of the 21 objectives is “To encourage greater prosperity by supporting education and research establishments that help to raise the aspirations, participation and attainment of young people, re-engage adults with work and lifelong learning, and develop workforce skills.” The LDF aims to reduce economic and social deprivation across the County and to regenerate areas to increase investment and opportunity for the benefit of all. Objective 9 is “To ensure that the regeneration needs of County Durham’s communities are met in order to reduce social, economic and environmental inequalities both within the County and between the County and elsewhere.” Objective 10 is “To ensure that new housing is accessible to and meets the needs of County Durham’s communities including the provision of affordable housing, executive housing, housing for the elderly and housing for other specialist groups.” Objective 11 is “To ensure that all members of the community have access to employment, educational, social, sporting, health, recreational and cultural facilities to contribute to their quality of life, health and well-being.” Appendix 2 of the Core Strategy shows how the objectives link up with the SCS vision of creating an “Altogether Better Durham”.

Results of our consultation have shown that we have had a poor or limited response from most interest groups. We have only had one comment from Gypsy Roma Traveller groups, and have had no response from older people’s groups or ethnic and race groups.

Of more concern is the coverage of lesbian, gay and bisexual groups. There is only one consultee representing this community on the current database and we have received no reply to date.

Faith groups are also in the minority, as apart from the Church Commissioners making representations on individual sites, we have had few actual replies from church or faith groups to the Plan.

Results of our consultation have shown poor coverage of younger people. We have had a few responses from schools’ heads, but this is a fraction of the schools in the County. This will be remedied with targeted engagement with younger people through the

following means:

- Going into schools after the holidays
- Youth Parliament
- Young people's organisations currently being investigated and will be targeted at further stages
- A questionnaire will be developed and targeted workshops will be carried out.

It has been suggested that Planning Aid North (PAN) can be used to carry out further involvement work with young people and possibly other groups. Since this was suggested, however, there is now uncertainty as to the future of Planning Aid North. The Traveller Liaison Team will be involved in workshops or meetings about the Plan, and the Community Development Team can also be involved. We will also investigate using the Equalities Team and AAPs to make sure we are targeting the right groups and that our database covers the right groups and communities. A further 'young people event', has taken place at Chester-le-Street Riverside cricket ground and a very successful stakeholder event was held in September for those services associated with the provision of physical infrastructure needed to deliver the plan. These steps represent the beginning of a process of 'continuous engagement' needed to both engage and inform the community and service groupings/partners as the plan evolves. Through this process, the Preferred Option will be developed for further engagement early in the New Year.

A Statement of Consultation will be produced for the Issues and Options stage as per the requirements of Regulation 25 and 30 of Town and Country Planning (Local Development) (England) Regulations 2004, as amended in 2008. A Statement of Consultation has already been published for the Issues Paper stage.

What evidence do you have to support your findings?

Consultation (ended 6th August) has shown limited effectiveness in reaching certain groups. Impact to be assessed further during continued consultation periods and continuous engagement phase between now and mid to late May 2011.

The Plan aims to improve the County; its communities; economy and environment. It aims for equality of opportunity across all equality strands/protected characteristics and identifies actions to eliminate inequality such as issues on the provision of affordable housing or tackling other social, economic and environmental issues. There is national, regional and local evidence available which shows that people from protected characteristics can face barriers in employment, access to services and information, participation in decision making and in consultation. The Plan aims to address other equality issues which can be separate from protected characteristics such as access to jobs and services for people without cars; issues around deprivation; and rural issues. Evidence from the Joint Strategic Needs Assessment (JSNA) suggests for example that deprivation can have an effect on protected characteristics, such as children from deprived areas being more prone to obesity or

other health problems. Equally, the Plan tries to address issues of inequality of opportunity which may not always be easily linked to protected characteristics. Rural issues, for example, or the affordability of housing can be experienced by many sectors of the community and can be linked to protected characteristics (e.g. the young find it more difficult to afford housing in some areas) but issues can also be separate and may not easily be associated with protected characteristics (such as regeneration, green space provision or physical environment, etc).

(Section two provides further information)

Decision: Proceed to full impact assessment – Yes **Date: 10/2/2011**

If you have answered ‘No’ you need to pass the completed form for approval & sign off.

Section two: Identifying impacts and evidence- Equality and Diversity

Section overview: this section identifies whether there are any impacts on equality/diversity/cohesion, what evidence is available to support the conclusion and what further action is needed.

	Identify the impact : does this increase differences or does it aim to reduce gaps for particular groups?	Explain your conclusion, including relevant evidence and consultation you have considered.	What further action is required? (Include in Sect. 3 action plan)
Gender	The Plan aims to reduce gaps so that the needs of both men and women are met. Equality of opportunity for all is an overall aim.	The balance of males and females within the County is fairly evenly split and there are 239,908 (48.62 percent) males and 253,562 (51.38 percent) females living in County Durham (Census 2001). Looking at older age groups (aged 70+) there is a higher proportion of women. Evidence from Joint Strategic Needs Assessment (JSNA) suggests that differential impact relating to gender includes: <ul style="list-style-type: none"> • Educational attainment 	1) Impact to be assessed during continuous engagement phase, so that wording of policies or framing can be addressed if required. Any representations received during these stages which have a bearing upon

		<ul style="list-style-type: none"> • Employment – particularly work patterns, ‘traditional’ work roles and equal pay • Care responsibilities – linked to access to services and employment • Health – in relation to prevalence of certain conditions and access to information/advice/care • Personal safety concerns – also linked to age with issues for e.g. younger men or older women living alone. • Transgender – lack of local information/evidence on transgender issues; privacy and data protection <p>The Plan advocates design and location of development to make it accessible by public transport (used more by women) and safe for all, especially those who feel vulnerable. This is addressed at pp.85-88.</p>	<p>policies or options will be considered. Further engagement will be needed. Continue to consult in accordance with Statement of Community Involvement.</p> <p>2) Monitoring of impact will be carried out through Annual Monitoring Report once the Plan is implemented and until then will be through the representations received to wording of proposed policies.</p>
Age	The Plan aims to address the needs of older people and reduce the concentration of older people in older, poorer quality housing.	During the period 2007-2012, within County Durham, it is expected that there will be a 5.4 percent reduction in the 5-15 school age group but a 2.7 percent increase in the 0-4 age group. By 2026, the numbers of people aged	As 1) & 2) above

	<p>It also aims to address the needs of younger people, whether the very young or the student population. This links to SCS theme of Altogether Better for Children and Young People and the Government’s Every Child Matters.</p>	<p>65 and over will increase by almost 50 percent, whilst those aged over 85 will increase by over 115 percent.</p> <p>The Plan advocates design and location of development to make it accessible by public transport, for those with limited mobility or without access to a car and safe for all. It also addresses provision of more housing for older people and Lifetime Homes Standard homes. Provision of affordable housing, student accommodation and community facilities accessible to all is also addressed. Rural Affordable Housing policies will aim to eliminate the affordability issues identified in areas such as West Durham, benefiting the young as they set out to get on the housing ladder, and are addressed at pp.65-66. Student housing policies will aim to accommodate students while controlling “studentification” and allowing everyone access to family housing, although detail is likely to be at a later stage in further DPDs.</p> <p>Lifetime Homes, Retirement and Extra Needs Housing discussed at pp. 70-71. Student accommodation is addressed at pp.72-73.</p>	
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		<p>Nearly 100 children, young people, parents and youth workers, attended a young people's consultation day at the Riverside Cricket Club, Chester-le-Street, on 13th November 2010. Attendees learnt about the principles of the planning system, how energy is produced and used, and how the presence or absence of different forms of transport affects our lives. They expressed their views about how the County should develop in the future through a variety of ways - by planning their ideal town, modelling the ideal park, and depicting the positives and negatives of where they live.</p> <p>We hope that attendees will have learnt how planning works, and how developments relating to housing, industry, open spaces and transport, for example, can affect our lives and the quality of the local and global environment. Most importantly we hope that they will have learnt that they have a right to comment on what they would like to happen in their County, and that they know how to do so.</p>	
Disability	The Plan aims to reduce inequalities in line with	County Durham has a higher percentage of permanently sick and	As 1) & 2) above

	<p>“Altogether Better for People” aim.</p>	<p>disabled people than the North East average, representing a quarter of the working age population.</p> <p>The JSNA identified that “Personal safety” is the highest critical need identified for people with learning difficulties.</p> <p>The Plan advocates design and location of development to make it accessible by public transport, for those with limited mobility and safe for all. It also addresses provision of more housing for older people, retirement and extra needs housing and Lifetime Homes Standard homes.</p> <p>Lifetime Homes Standard is consulted on at p. 70.</p>	
Race/Ethnicity	<p>The Plan aims to reduce inequalities in line with “Altogether Better for People” aim. The County Durham Plan will include a Gypsy and Traveller Development Plan Document which will be produced at a later stage.</p>	<p>In County Durham ethnic minority communities are a relatively small number of the population. According to the 2001 Census, black and minority ethnic people represent around one percent of the population with the three largest minority groups being Irish, Indian and Chinese. However, it is estimated that the percentage has</p>	<p>As 1) & 2) above</p> <p>3) The 2007 Study of the Accommodation and Support Needs of Gypsies and Travellers in County Durham</p>

	<p>This aims to reduce inequality and increase provision for Gypsies and Travellers.</p>	<p>doubled in recent years, primarily due to an increase in the number of migrant workers from Eastern European countries. We also have a significant population of Gypsies and Travellers who are either migrant or settled in the county.</p> <p>A Study of the Accommodation and Support Needs of Gypsies and Travellers in County Durham has been carried out (2007), and further engagement is being carried out.</p> <p>JSNA identified that ethnicity has a variety of impacts:</p> <ul style="list-style-type: none"> • Health, as migrants may bring different lifestyle choices or have access issues with healthcare • Specific issues for Gypsy, Roma Traveller communities in relation to housing, access to information and services • Lack of accurate, up to date information on number of migrant workers <p>The Plan advocates design and location of development to make it accessible by public transport, for those with limited mobility and safe for all, including those</p>	<p>will be updated to include the needs of Travelling Showpeople. A separate Gypsy and Traveller DPD will be produced also to cover the needs of this community and will be subject of a separate EqIA.</p>
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		<p>who feel vulnerable. Community safety is addressed at p.74.</p> <p>The Plan addresses provision for Gypsies and Travellers and Travelling Showpeople at pp.71-72.</p>	
Religion or belief	<p>The Plan aims to reduce inequalities in line with “Altogether Better for People” aim.</p>	<p>In County Durham over 83 percent of people state their religion as Christian, around 1 percent as either Buddhist, Hindu, Jewish, Muslim or Sikh and 16 percent as having either no religion or not stating their religion (Census 2001).</p> <p>Church Commissioners have made representations on individual sites, however we have received few actual replies from church or faith groups to the Plan.</p> <p>The Plan promotes design and location of development to make it accessible by public transport and safe for all, especially those who feel vulnerable.</p>	As 1) & 2) above
Sexual orientation	<p>The Plan aims to reduce inequalities in line with “Altogether Better for People” aim.</p>	<p>No accurate data is available about the number of lesbian, gay and bisexual people living in County Durham. However Government and Stonewall estimates state that between 5 percent and 7 percent of the population is</p>	As 1) & 2) above

		<p>lesbian, gay or bisexual. This would amount to between 25,000 and 35,000 people in County Durham.</p> <p>There is only one consultee representing this community on the current database and we have received no reply to date therefore it is difficult to assess impact.</p> <p>The Plan promotes design and location of development to make it accessible by public transport and safe for all, especially those who feel vulnerable.</p>	
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How will this promote positive relationships between different communities?

Sustainable Communities are a key aim of the Planning process, as outlined in national policy. Hence they are the key aim of the County Durham Plan. Sustainable communities are communities in which people wish to live work and spend time. As the Sustainable Communities Plan states “They meet the diverse needs of existing and future residents, are sensitive to their environment, and contribute to a high quality of life. They are safe and inclusive, well planned, built and run, and offer equality of opportunity and good services for all.” The Plan is part of a statutory process which aims to involve all interested stakeholders in the spatial planning of their area for the future.

Section three: Review and Conclusion

Summary: please provide a brief overview, including impact, changes, improvements and any gaps in evidence.

This impact assessment is in respect of:

The County Durham Plan (County Durham LDF) Planning the Future of County Durham Core Strategy Issues

and Options Paper (June 2010). Planning is a statutory function and consultation and examination are key requirements.

The Plan aims to promote equality in all of its objectives. It aims to reduce inequality of opportunity by various means across several themes or areas. It will ensure that sustainable communities are established across County Durham, in line with national planning policy. It will do this by supporting the development, infrastructure, jobs and housing needed, making a better place and ensuring prosperity and equality of opportunity for all whilst improving and protecting the County's environment, heritage, landscapes and local distinctiveness. It has treated some groups differently to ensure they are not disadvantaged.

Action to be taken	Officer responsible	Target Date	In which plan will this action appear
<p>1) Impact to be assessed during continuous engagement phase, so that wording of policies or framing can be addressed if required. Further consultation will take place as part of the Continuous Engagement phase, and the EqIA will be updated again to take into account any relevant comments before adoption of the Plan in 2012.</p> <p>Any representations received during these stages which have a bearing upon policies or options will be considered during July and August 2011. Further engagement will be needed. Continue to consult in accordance with Statement of Community Involvement.</p>	<p>Planning Policy Officer, Strategic Planning Policy Team</p> <p>Strategic Planning Policy Team Leader.</p>	<p>By late May/June 2011.</p>	
<p>2) Monitoring of impact will be carried out through Annual Monitoring Report (AMR) once the Plan is implemented and until then will be through the representations received to</p>	<p>Planning Policy Officer, Strategic Planning Policy Team</p>	<p>By late May/June 2011 and then again in November</p>	

wording of proposed policies.	Strategic Planning Policy Team Leader.	2011 we will consider responses until implementation. Then ongoing through AMR.	
3) The 2007 Study of the Accommodation and Support Needs of Gypsies and Travellers in County Durham will be updated to include the needs of Travelling Showpeople. A separate Gypsy and Traveller DPD will be produced also to cover the needs of this community. This will be EqIA assessed separately.	Planning Policy Officer, Strategic Planning Policy Team Strategic Planning Policy Team Leader.	When detailed DPD is produced.	
When will this assessment be reviewed?	Date: In advance of publication and adoption of Core Strategy.		
Are there any additional assessments that need to be undertaken in relation to this assessment?	Yes once further DPDs are identified - likely to be carried out when the Core Strategy advances to Adoption.		
Lead officer - sign off: Strategic Planning Policy Team Leader		Date: 14/2/2011	
Service equality representative - sign off: Principal Policy Officer, Planning Policy & Performance (Equality and Diversity Representative, RED)		Date: 14/2/2011	

Please email your completed Impact Assessment to the Equality team - equalities@durham.gov.uk.