

# Equality Impact Assessment

The Council has a duty under the Equality Act 2010 and associated Public Sector Equality Duty (PSED) to ensure that the objectives and policies contained in a Local Plan eliminate unlawful discrimination (direct and indirect), as well as advancing equality of opportunity and fostering good relations between those with a protect characteristic. An Equality Impact Assessment (EqIA) is used by Local Authorities to demonstrate how this duty has been met. Furthermore, the completion of an EqIA is required to demonstrate legal compliance during Local Plan preparation.

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Job title	Senior Planner		
<b>What are you thinking of changing or implementing?</b>			
<p>Fareham's new Local Plan (LP) sets out the future development strategy of the Borough and will replace the Core Strategy and Development Sites and Policies Plan once adopted. The timetable of the new LP is set out in the Council's Local Development Scheme with adoption anticipated in Winter 2021: <a href="http://www.fareham.gov.uk/planning/local_plan/lds.aspx">http://www.fareham.gov.uk/planning/local_plan/lds.aspx</a>. The preparation of a new Local Plan is a key corporate priority for the Council and is specifically referenced in the Council's Corporate Strategy 2017-2023<sup>1</sup> (most recently reviewed in December 2019).</p> <p>The LP identifies the Council's proposed development strategy for the Borough up to 2037. This makes provision for the delivery of at least 8,389 new homes and around 104,000 sq.m of new employment floorspace across the Borough up to 2037. The LP seeks to promote inclusion and ensure that all people have access to services and opportunities that they may need such as housing, employment, public transport and facilities (e.g. education, health and local retail).</p> <p>The LP is subject to a number of public and stakeholder consultations. All consultations are carried out in accordance with the Council's Statement of Community Involvement (SCI)<sup>2</sup>.</p> <p>In addition, the LP has been informed by a Sustainability Appraisal (SA)<sup>3</sup> which considers the social, economic and environmental effects of the Local Plan, and ensures that, as far as possible, it accords with the principles of 'sustainable development'. A number of the sustainability objectives relate to relevant social issues, such as meeting local housing needs by ensuring that everyone has the opportunity to live in an affordable home, developing opportunities for everyone to acquire the skills needed to find and remain in work. Where potential adverse impacts were identified, consideration was given as to how the policy approach could be adapted in the Local Plan.</p>			
<b>What is the expected or anticipated impact of this change?</b>			
The Equalities Act 2010 sets out nine protected characteristics for the purpose of the equality duty:			

<sup>1</sup> [https://www.fareham.gov.uk/PDF/about\\_the\\_council/CorpStrategy.pdf](https://www.fareham.gov.uk/PDF/about_the_council/CorpStrategy.pdf)

<sup>2</sup> [http://www.fareham.gov.uk/planning/local\\_plan/sci.aspx](http://www.fareham.gov.uk/planning/local_plan/sci.aspx)

<sup>3</sup> <http://www.fareham.gov.uk/planning/publicationplanevidence.aspx>

- |                           |                                   |                       |
|---------------------------|-----------------------------------|-----------------------|
| • Age                     | • Disability                      | • Sex (gender)        |
| • Pregnancy and maternity | • Marriage and civil partnerships | • Gender reassignment |
| • Religion or belief      | • Sexual orientation              | • Race                |

The LP policies are assessed against the nine protected characteristics below. The assessment involved identifying the likely impacts arising from policies and development allocations in the Local Plan and then considering whether these have a positive, neutral or negative impact on the protected characteristics.

The combined effect of the LP policies and development allocations with regards to balancing the proposed new development with environmental protections will have no adverse impacts upon the Borough's current and future residents, workers and visitors. This is regardless of protected characteristics which cover age, sex, disability, marital status, sexual orientation, race, or religious beliefs.

The Vision and Strategic Priorities Chapter of the LP refers to the Corporate Strategy. The Corporate Strategy sets a Vision for the Borough for the period to 2023 which makes reference to the Borough being an inclusive and attractive place to live and work. The policies of the LP reflect this vision through being fully inclusive with regards to all the protected characteristics identified in this assessment.

The Publication Local Plan will be subject to a six-week consultation period before being submitted for Examination, which will allow the opportunity for representations to be made by all members of the public and key stakeholders. Before the Plan is adopted, any representations questioning the Local Plan on one of the tests of soundness will be considered by an independently appointed inspector. The EqIA, which has concluded that there are no adverse impacts, will be subject to consultation and therefore scrutiny as part of the Local Plan Examination.

**Protected characteristic: Age** (including children and young people)

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

The LP will have an impact on all those who live and work in the Borough regardless of age. However, there is no evidence at this stage to suggest that the proposed policies and development allocations either on their own or taken as a whole will have an adverse or disproportionate impact upon this protected characteristic.

The LP and its engagement and consultation stages have been open and accessible to all age demographics. For those wishing to access services online, consultation has been clearly marketed so that information for customers wishing to access the LP is available. The provision of new homes in the Borough will be of benefit to both existing and new residents of all ages. There are however specific policies to meet the requirements of older people with regard to the provision and retention of older person and specialist housing and adaptable and accessible dwellings. This is particularly important due to the Borough

having an above average population of persons age 65+ (i.e. The 2011 Census shows 20.4% of the resident population were aged 65 or over compared to 16.3% for England and 17.2% for the South East). The LP allows for the provision of different tenures of older persons housing, including Extra Care housing which is particularly important for the older age groups of 75+ and 85+. This housing provision which is targeted at older people will therefore provide opportunities to downsize and to move into more suitable accommodation. In addition, the LP specifically allocates a site for sheltered housing at Cams Alders. These policies will have a positive impact on older people and those with specialist housing needs. Furthermore, this may also have the added effect of freeing up larger homes for younger families.

The LP allows for the provision of affordable housing on sites of 10 or more dwellings or those sites with an area of 0.5 hectares or more. This is likely to be particularly relevant in terms of age for younger families with affordability being a significant barrier to getting a foothold on the housing ladder. However, it is important to note that the policies in the LP cannot influence nationally driven factors relating to housing affordability.

The provision of around 104,000 sq.m of new employment floorspace will provide a net gain in job opportunities for the working age population on five new employment allocations which are proposed throughout the Borough. However, it is important to note that the policies of the LP whilst making employment floorspace available, it cannot directly control wider economic factors such as job creation, unemployment and income levels.

The LP includes policies to ensure that places including the development allocations are designed to ensure safe and easy movement and permeability for all potential users.

Many of these development allocations make reference to ensuring that the development provides appropriate contributions in line with the Council's Planning Obligations Supplementary Planning Document<sup>4</sup>, this includes the provision of public open space, Neighbourhood Areas of Play (NEAPS) and/or Local Equipped Areas of Play (LEAPS) for sites over a particular size threshold. These will provide opportunities for children and young people for informal play in areas nearby to where they live. In addition, the provision of open space provides active and passive recreation opportunities for people across all age groups.

The development allocations in the LP will also enable improvements to be made to local childcare facilities, primary and secondary schools whereby financial contributions will be collected from proposed allocations and windfall development proposals. This will be of particular benefit to children and younger people that live within the Borough. This approach will help to address responses received from Hampshire County Council Education and Young People services as part of the Infrastructure Delivery Plan consultation.

The LP also caters for all ages with policies that support the provision and retention of community, leisure and health facilities. This community infrastructure will be beneficial for sections of the Borough's population regardless of age. Some of the larger development allocations will also require financial contributions for new or improved community facilities. It is therefore considered that the LP has a positive effect on this protected characteristic.

<sup>4</sup> <http://www.fareham.gov.uk/planning/publicationplanevidence.aspx>

**Protected characteristic: Disability** (including physical and those with mental health conditions)

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

The LP will have an impact on all those who live and work in the Borough regardless of disability (including physical and those with mental health conditions). However, there is no evidence at this stage to suggest that the proposed policies and development allocations either on their own or taken as a whole will have an adverse or disproportionate impact upon this protected characteristic. This is because they are not aimed at specific individuals or groups but only at the Borough's future development.

The thrust of the LP includes a focus of development in locations where a range of services and facilities are relatively accessible by public transport and non-car modes to make development more accessible to people of all abilities. Policy TIN1 focuses on movement and specifically works to support a range of sustainable transport modes, which will provide residents and people working within the Borough a greater range of movement options and provides accessibility to people of all abilities.

The LP includes policies to ensure that places including the development allocations are designed to ensure safe and easy movement and permeability for all potential users, including those of limited mobility whereby special consideration is given to specific groups including people with disabilities. These policies will also be of benefit to people with sensory impairments.

Although no new health facilities are specifically proposed (i.e. as part of the development allocations) (in accordance with the advice from the relevant Clinical Commissioning Groups), the LP includes policies which support the provision and retention of community facilities which can include health care related provision, and the receipt of financial contributions to healthcare services where they have been specifically identified in the Infrastructure Delivery Plan. The provision and retention of health care related facilities will be important for treating those with physical and mental health impairments. This is particularly relevant with the 2011 Census showing that the proportion of Fareham's population whose day-to-day activities are 'limited a lot' is above the Hampshire average. The LP proposes that the loss of these facilities will only be permitted where there is evidence to suggest there wouldn't be any adverse consequences.

The LP policies support specialist housing provision (i.e. specific provision for care purposes or supported living for those with particular health needs and disabilities). This could include accommodation for individuals who require in-house support and homes specialising in conditions such as dementia (which could include pre-senile dementia care). This is particularly relevant due to the higher than average proportion of elderly residents that live within the Borough and likely to become more of an issue due to an aging population. Policy HP7 requires 15% of all developments to meet Building Regulations requirements M4 (2) standards and 7% of M4 (3) standards, which is split between private

and affordable dwellings. It is considered that this policy will result in some positive effects for housing quality for people with disabilities.

The LP also supports the collection of developer contributions towards improvements to existing health facilities should they be of direct benefit to a specific development which would be beneficial to those with physical disabilities and mental health conditions.

The LP promotes healthy and active lifestyles whereby development proposals will be expected to protect and provide (or make a financial contribution towards) open space and to provide improvements to Green Infrastructure. This along with supporting the provision and retention of community and leisure facilities (both indoor and outdoor) can have particular benefits towards improving mental health.

The LP and evidence base documents will also be made available in alternative formats for those with visual impairments upon request.

Overall, the impact of the LP on this protected characteristic is considered to be positive.

### **Protected characteristic: Gender reassignment**

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

The LP will have an impact on all those who live and work in the Borough regardless of gender reassignment. However, there is no evidence at this stage to suggest that the proposed policies and development allocations either on their own or taken as a whole will have an adverse or disproportionate impact upon this protected characteristic. This is because they are not aimed at specific individuals or groups but only at the Borough's future development.

The LP by supporting the provision and retention of community facilities (including local GP practices) will allow for continued opportunities for individuals to obtain further information on gender re-assignment surgery and services offered by NHS gender identity clinics (GICs). Therefore, the impact of the LP on the protected characteristic is considered to be neutral.

### **Protected characteristic: Marriage and civil partnership**

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

The LP will have an impact on all those who live and work in the Borough regardless of marital and civil partnership status. However, there is no evidence at this stage to suggest that the proposed policies and development allocations either on their own or taken as a

whole will have an adverse or disproportionate impact upon this protected characteristic. This is because they are not aimed at specific individuals or groups but only at the Borough's future development.

The LP by supporting the provision and retention of community facilities (including places of worship along with other registered community venues) will continue to provide opportunities for individuals to marry or register into a civil partnership. Therefore, it is considered that the LP has a neutral effect on this protected characteristic.

### **Protected characteristic: Pregnancy and maternity**

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

The LP will have an impact on all those who live and work in the Borough regardless of pregnancy and maternity. However, there is no evidence at this stage to suggest that the proposed policies and development allocations either on their own or taken as a whole will have an adverse or disproportionate impact upon this protected characteristic. This is because they are not aimed at specific individuals or groups but only at the Borough's future development.

It is important to note that there are no maternity wards in the Borough's hospitals with the nearest maternity services located at Queen Alexandra Hospital in Cosham, Portsmouth. It is considered that the LP has a neutral effect on this protected characteristic.

### **Protected characteristic: Race**

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

The LP will have an impact on all those who live and work in the Borough regardless of race. However, there is no evidence at this stage to suggest that the proposed policies and development allocations either on their own or taken as a whole will have an adverse or disproportionate impact upon this protected characteristic.

The Borough's population has a higher than average proportion of 'White British' population compared to the Hampshire County Council area average and a lower than average proportion of the population from 'Other Ethnic Groups'. However, the policies of the LP are not considered to prejudice or discriminate against any particular race or population groups and are intended to be socially inclusive.

The LP makes specific provision for Gypsies, Travellers and Travelling Showpeople in Policies HP11 and HA45 which corresponds with evidence that identifies the need for three additional pitches within the Borough. The LP requires these new pitches to have

sustainable access to services and facilities (e.g. health and education) to minimise the risk of that these communities being socially exclusion.

The LP by supporting the provision and retention of community and leisure facilities (both indoor and outdoor) will continue to provide opportunities for individuals and groups regardless of their race or ethnic background to socially interact.

The LP will also be made available in other languages upon request. Therefore, it is considered that the LP has a positive effect on this protected characteristic.

### **Protected characteristic: Religion or belief**

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

The LP will have an impact on all those who live and work in the Borough regardless of religion and belief. However, there is no evidence at this stage to suggest that the proposed policies and development allocations either on their own or taken as a whole will have an adverse or disproportionate impact upon this protected characteristic.

The largest religion in the Borough is Christianity. There is a small proportion of the population that follow Buddhist, Hindu, Jewish, Muslim and Sikh religions. No potentially adverse impacts have been identified for any particular group. There is a presumption in the LP to direct new development, including community facilities, in the urban area boundary. However, the LP does not provide any greater benefit for any specific religion or belief so in that respect there is therefore likely to be a neutral impact upon those individuals and communities practicing a range of religious faiths and beliefs within the Borough.

### **Protected characteristic: Sex (gender)**

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

The LP will have an impact on all those who live and work in the Borough regardless of gender. However, there is no evidence at this stage to suggest that the proposed policies and development allocations either on their own or taken as a whole will have an adverse or disproportionate impact upon this protected characteristic. This is because they are not aimed at specific individuals or groups but only at the Borough's future development. Therefore, it is considered that there is a neutral impact on this protected characteristic.

### **Protected characteristic: Sexual orientation**

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

The LP will have an impact on all those who live and work in the Borough regardless of sexual orientation. However, there is no evidence at this stage to suggest that the proposed policies and development allocations either on their own or taken as a whole will have an adverse or disproportionate impact upon this protected characteristic. This is because they are not aimed at specific individuals or groups but only at the Borough's future development. Therefore, it is considered that there is a neutral impact on this protected characteristic.

### **Conclusion**

The LP will seek to deliver specific types of development and at specific locations. Development at any site could have equality implications for new residents and users/workers within the site, and also communities in adjacent areas. The extent to which control over these potentially different impacts can be exercised varies. For instance, planning policy can provide an opportunity for affordable homes in the Borough but cannot influence national factors in relation to affordability.

Overall, the LP policies have been designed to improve the relevant protected characteristics where possible and to have a neutral impact. It is not anticipated that there will be any direct impact on equality issues related to the nine protected characteristics as a result of the policies and development proposed in the LP. It is considered that the policies and resulting development patterns of the LP are likely to have some positive effects on the age, disability and race strands.