

Equality Impact Assessment

This document is intended to act as a guide and point of reference, rather than be a template. There is no requirement to use this document as part of the policy development or decision making process; although it may help.

When using this form, please feel free to enter as much or as little information as you feel is appropriate.

Name	Warren Jackson-Hookins	Date	September 2017
Job title	Senior Planner		
What are you thinking of changing or implementing?			
<p>The Draft Local Plan (DLP) 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 DLP is set out in the Council's Local Development Scheme with adoption anticipated in Summer 2019: http://www.fareham.gov.uk/PDF/planning/LocalDevelopmentScheme2017.pdf. The preparation of a new Local Plan is a key corporate priority for the Council and is specifically referenced in the Draft Corporate Strategy 2017-2023 (July 2017).</p> <p>The DLP identifies the Council's proposed development strategy for the Borough up to 2036. This makes provision for the delivery of 11,300 new homes and 130,000 sq.m of new employment floorspace across the Borough up to 2036. This will impact upon the whole Borough excluding Welborne which will be developed in accordance with the Local Plan Part 3: Welborne Plan (June 2015). Policy SP2 within the DLP refers to the delivery of Welborne which shall be in accordance with the Welborne Plan (2015).</p>			
What is the expected or anticipated impact of this change?			
<p>The combined effect of the DLP 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.</p> <p>The Vision and Strategic Priorities Chapter of the DLP refers to the current and emerging Corporate Strategy. The emerging Corporate Strategy sets a (currently draft) 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 DLP reflect this vision through being fully inclusive with regards to all the protected characteristics identified in this assessment.</p> <p>The DLP will be subject to a six week consultation period 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 outstanding objections will be considered by an independently appointed inspector. The direct impacts of the DLP including any issues relating to equality will therefore be subject to extensive scrutiny and consideration.</p>			
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 DLP 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. This is because they are not aimed at specific individuals or groups but only at the Borough's future development.

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 DLP also allows for the provision of 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. This may also have the added effect of freeing up larger homes for younger families.

The DLP also allows for the provision of 30% of dwellings as affordable housing on sites which can accommodate 11 or more dwellings. 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 DLP cannot influence nationally driven factors relating to housing affordability.

The provision of 130,000 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 DLP whilst making employment floorspace available, it cannot directly control wider economic factors such as job creation, unemployment and income levels.

The DLP includes policies to ensure that places including the development allocations are designed to ensure safe and easy movement and permeability for all potential users whereby special consideration is given to specific groups including the elderly and young children.

Many of the development allocations (particularly those outside of Fareham Town Centre) include a proposed provision of public open space which provides active and passive recreation opportunities for people across all age groups. Many of these development allocations also include a proposed provision of Neighbourhood Areas of Play (NEAPS) and/or Local Equipped Areas of Play (LEAPS). These will provide opportunities for children and young people for informal play in areas nearby to where they live.

The development allocations in the DLP will also enable improvements to be made to local childcare facilities, primary and secondary schools whereby financial contributions

will be collected for these facilities for schemes of 100+ dwellings. 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 Stage 2 Infrastructure Delivery Plan consultation with regards to how the proposed delivery strategy will require financial contributions for providing additional childcare provision for early year's and school expansion for primary age pupils.

The DLP 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.

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 DLP 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.

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 DLP includes policies which support the provision and retention of community facilities which in turn can include health care related provision. 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 DLP proposes that the loss of these facilities will only be permitted where there is strong evidence to suggest there wouldn't be any severe consequences.

The DLP 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). Adaptable homes can also help to accommodate for the needs of the disabled. 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.

The DLP 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 DLP 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.

The DLP 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 DLP will also be made available in large print for those with visual impairments upon request.

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 DLP 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 DLP 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).

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 DLP will have an impact on all those who live and work in the Borough regardless of marital 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 DLP 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.

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 DLP 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.

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 DLP 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. This is because they are not aimed at specific individuals or groups but only at the Borough's future development.

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 DLP are not considered to prejudice or discriminate against any particular race or population groups and are intended to be socially inclusive.

The DLP makes specific provision for Gypsies, Travellers and Travelling Showpeople which corresponds with recently published evidence that identifies the need for 3

additional pitches within the Borough. The DLP will ensure these new pitches will have sustainable access to services and facilities (e.g. health and education) and that these communities are not socially excluded.

The DLP 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 DLP will also be made available in other languages upon request.

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 DLP 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. This is because they are not aimed at specific individuals or groups but only at the Borough's future development.

The largest religion in the Borough is Christianity. There is also 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. The Plan includes policies which cover the provision and retention of community facilities which covers places of worship. There is therefore likely to be a positive impact upon those individuals and communities practicing a range of religious faiths and beliefs within the Borough.

Protected characteristic: Sex

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 DLP will have an impact on all those who live and work in the Borough regardless of sex. 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.

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 DLP 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.