

FAREHAM

BOROUGH COUNCIL

Equality Impact Assessment

[Full technical guidance](#)

What is an EIA? It is not an end in itself – it is a way of ensuring and showing that due regard has been paid to the general duties

When to do an EIA? They should be an integral part of policy development and review, not a one off or separate exercise. Also the analysis should ALWAYS inform all relevant decisions.

What to assess? A policy should be impact assessed if it is relevant to equality, with the most relevant policies assessed first and most thoroughly

[Relevance.](#)

Name of Strategy/Policy/Procedure being reviewed	Local Plan Part 2: Development Sites & Policies
Service and Department responsible for managing Strategy/Policy/Procedure	Planning Strategy & Environment
Names and job titles of officer completing this assessment	Joe Maphosa (Planner (Strategy))
Date of assessment	10 April 2014

What is the main purpose of the Strategy/Policy/Procedure being reviewed?	<p>Local Plan Part 2: Development Sites & Policies sets out the Council's approach to managing and delivering development set out in the Core Strategy for the Borough to 2026 (except for the new Community North of Fareham, Welborne Plan).</p> <p>Since the adoption of the Core Strategy, the partnership for Urban South Hampshire (PUSH) has updated the South Hampshire study to take account of revised economic forecasts, including the effect</p>
--	---

	<p>of the recession on economic growth and house building and these have been incorporated into the Plan.</p> <p>The purpose of the plan is threefold:</p> <ol style="list-style-type: none">1. Allocate sites principally for housing, employment and retail and other community facilities as necessary;2. Review and designate areas in the Borough such as settlement boundaries and strategic gaps;3. Set out Development Management policies by topic areas including Design and Town Centre uses.
--	--

Remember They are not only about addressing discrimination or adverse impact. They are about positive promotion of equality of opportunity, improving access, participation in public life and good relations.

[Due Regard](#)
[General Duties](#)

Background

The Local Plan Part 2: Development Sites and Policies Plan, is a site specific land-use planning document which sets out development principles and allocated land for development across the Borough (excluding Welborne) up to 2036. It has been written in the context of, and takes into account, the National Planning Policy Framework(NPPF), the Town and Country Planning (Local Planning) (England) Regulations 2012, the Environmental Assessment of Plans and Programmes Regulations 2004 and the EU Directive 2001/42/EC on the Environmental Assessment of Plans and Programmes. This means the following:

- The detail in the Plan now assessed is the result of an early consultation on the Issues and Options Stage (Jan-Feb 2008), on the Draft Plan (October – November 2012), further site specific consultations on policies for Solent Breezes, Gypsy and traveller accommodation and Fareham College site redevelopment throughout 2013 and most recently on the Publication Draft Plan (February – April 2014). All consultations since 2011 have been carried out in accordance with the FBCs [Statement of Community Involvement](#) which recognises groups in society that have specific needs or have been traditionally under-represented in the planning process. These are the young, rural communities, people on low incomes, non-readers, disabled people, those with learning difficulties, 16-25 year olds, minority ethnic groups and those whose first language is not English and working men and women aged 25-50, particularly those that commute out of the Borough and who work long hours.
- The NPPF sets out that the purpose of planning is to achieve sustainable development (paragraph 6). It quotes the UK Sustainable Development Strategy *Securing the Future* which sets out five ‘guiding principles’ of sustainable development. These are: living within the planet’s environmental limits; ensuring a strong, healthy and just society; achieving a sustainable economy; promoting good governance; and using sound science responsibly. Clearly equality issues are at the heart of this second guiding principle: They have therefore been a central consideration in the writing of the Development Sites and Policies Plan.
- Throughout the Plan making process, the Development Sites & Policies Plan has been subject to a Sustainability Appraisal which promotes sustainable development through the integration of environmental, social and economic considerations into the plan’s preparation. The detail of this process is set out in the document, [Sustainability Appraisal](#) for the Development Sites and Policies Plan published January 2014. This shows how preferred options and policies now included in the DSP Plan have been chosen as a result of the assessment of alternatives against 11 sustainability appraisal objectives. Four of these are particularly relevant to matters of equality:
 1. To provide good quality and sustainable housing for all;
 2. To promote accessibility and encourage travel by sustainable means;
 3. To strengthen the local economy and provide accessible jobs available to residents of the borough;
 4. To create a healthy and safe new community.

The Development Sites and Policies Plan has therefore been written and completed in a legislative and guidance framework which has required that equality issues have been taken into account through consultation exercises, through sustainability appraisal and through the objective, to achieve sustainable development, set out in the NPPF.

Does the Strategy/Policy/Procedure target or exclude any of the equality groups listed below? Or affect any of them disproportionately? (List both positive and negative impacts and explain how).

Equality Group	Target or exclude?	Disproportionate impact?
All	<p>Local Plan Part 2: Development Sites and Policies Plan will have a universal effect on everybody living, working or visiting the Borough.</p> <p>It does however contain equalities group specific policies that are listed below.</p>	<p>While there are no specific policies that disproportionately affect user groups it is the implementation of the policies that is the main hurdle.</p>
Gender		
Transgender		
Age	<p>Positive Impact – DSP42-44 set out criteria which new development should adhere to</p>	<ul style="list-style-type: none"> –No disproportionate Impact anticipated.
Race	<p>Negative Impact (unintentional) - Generally - Minority Ethnic Groups whose first language is not English. This is because the plan is not available in any other languages though there is the possibility of a translator being provided on an adhoc basis.</p>	<p>No disproportionate Impact anticipated as translation services are available as per Fareham Borough Council’s Translation Policy.</p>
	<p>Positive Impact - DSP47: Gypsies, Travellers and Travelling Showpeople > To provide accommodation for Gypsies, Travellers and Show People.</p>	<ul style="list-style-type: none"> Gypsies Travellers and Travelling Show People are the only minority group that have specific sites identified for them. The close proximity of the one site to Peel Common Waste Water Treatment works has been considered by Environmental Health and is not considered to cause a

		major problem. •
Disability and health	Negative Impact (unintentionally) – Generally – for those with hearing and/or visual disability access to the contents of the Plan may be restricted although there are contingencies that can be put in place to help facilitate access to information on request.	
	Positive Impact – DSP2: Design – The policy refers to policy CS17: High Quality Design (Core Strategy, 2011) which sets out the requirement for new housing to seek to achieve the Lifetime Home Standard from 2013. These standards bear the principle of one home for a resident throughout their life that can meet all their changing personal and care requirements inclusive of adaptations in line with disability and ill-health.	
	Positive Impact – DSP3 : Environmental Impact – The policy seeks to protect residents from environmental impacts of development (noise, dust etc)	
	Positive Impact - DSP4: Impact on living conditions – The policy seeks to protect the living conditions (daylight, sunlight etc) of residents.	
	Positive Impact – DSP12- Public Open Space Allocations and CS21 (Core Strategy, 2011) - Protection and Provision of Open Space. The two policies seek to provide adequate open and recreational space to support the wellbeing of the community. Any new housing development is required to make provision for open space	

	<p>either within the development or contribute towards the maintenance of open space. The Green Infrastructure Study will review provision and make adjustments to meet the requirements of local communities.</p>	
	<p>Positive Impact - DSP26 & TC1: Civic Area > Development will lead to an increase in accessible open space, cultural, leisure and community facilities available for public use, and may also include additional health facilities.</p>	
	<p>Positive Impact - DSP27 & TC3: Market Quay > Development will lead to an increase in accessible open space, cultural, leisure and community facilities available for public use.</p>	
	<p>Positive Impact - DSP28 & TC2: Fareham Shopping Centre > Development could lead to an increase in accessible cultural, leisure and community facilities available for public use.</p>	
	<p>Positive Impact - DSP30 & TC4: Fareham Station East > Development could lead to an increase in accessible leisure and community facilities available for public use.</p>	
	<p>Positive Impact - DSP33 & MU1: Fareham College > Development will lead to an increase in accessible open space and sports facilities available for public use, and may also include provision for club house and changing facilities.</p>	
	<p>Strong Positive Impact – DSP31: Russell Place > Development will vastly improve the amenity of adjacent development.</p>	
	<p>Positive Impact – DSP32: Corner Trinity Street > New development will have provision for a community centre.</p>	

	Positive Impact – DSP35: Locks Heath District Centre > The policy looks to safeguard public open space and aim for it to be of high quality and be usable.	
	Positive Impact – DSP52: Community Facilities > The policy seeks to retain, improve or increase provision of community facilities.	
	Positive Impact – DSP53: Sports Provision > the policy allocates land for community facilities, open space and recreation (and uses ancillary to community and recreation uses).	
Sexual orientation		
Religion and belief		
Marital status		
Pregnancy/maternity status		
Caring responsibilities		
Poor literacy/numeracy	Negative Impact (unintentionally) – Generally – the contents of the plan may be inaccessible for customers who are illiterate. There has also been concern that, owing to their technical nature, that the language used in the Plan is inaccessible to laypeople.	The service offers advice to householders on planning matters at no cost which helps guide them through the planning system.
	Positive Impact (indirectly)- by making provision for Gypsies, Travellers and Travelling Showpeople’s permanent pitches the policy would facilitate the means by which the group can have constant access to education.	
	Positive Impact – DSP52: Community Facilities > Community centres run adult numeracy and literacy programmes which could lead to better employment prospects.	
Unemployed	Positive Impact – DSP8 - New Leisure and Recreation Development Outside of the Defined	

	<p>Urban Settlement Boundaries > The policy supports recreational development outside of the defined urban settlement boundary subject to criteria set out in the policy. New development in rural areas would boost the rural economy and create jobs locally.</p>	
	<p>Strong Positive Impact – DSP17 – Existing Employment Sites and Areas. The policy seeks to protect and encourage development within identified employment sites. This will have a positive effect on local job prospects.</p>	
	<p>Positive Impact – DSP18 – Employment Allocations. By identifying sites for employment uses the policy paves the way for creating local jobs to the betterment of the local economy and jobs.</p>	
	<p>Positive Impact – DSP19 – Boatyards > By identifying sites for employment uses the policy strives to retain and expand on local marine jobs.</p>	
	<p>Positive Impact – DSP20 – New Retail development if Fareham Town Centre > Construction phase will provide local and accessible employment opportunities. During the operational phase of any new retail development there is likely to be an accompanying gain in jobs.</p>	
	<p>Positive Impact – DSP21- Primary Shopping Area > Construction phase will provide local and accessible employment opportunities. During the operational phase of any new retail development there is likely to be an accompanying gain in jobs. The policy also seeks to retain existing employment but</p>	

	stipulating the retention of A1 and A3 units at ground level.	
	Positive Impact – DSP22- Secondary Shopping Area > Construction phase will provide local and accessible employment opportunities. During the operational phase of any new retail development there is likely to be an accompanying gain in local jobs.	
	Positive Impact – DSP24- Mixed Uses in Fareham High Street > Construction phase will provide local and accessible employment opportunities. During the operational phase of any new retail development there is likely to be an accompanying gain in jobs.	
	Positive Impact – DSP28- Fareham Shopping Centre Upper Floors > Construction phase will provide local and accessible employment opportunities. During the operational phase of any new retail development there is likely to be an accompanying gain in jobs.	
	Strong Positive Impact – DSP35: Russell Place > Construction phase will provide local and accessible employment opportunities; operation phase will lead to possible expansion of employment opportunities.	
	Positive Impact – DSP32: Corner Trinity Street > Construction phase will provide local and accessible employment opportunities	
	Positive Impact – DSP34: Development in District Centres, Local Centres and Local Parades > Expansion in local centres will bring better access to local jobs.	
	Positive Impact – DSP35: Locks Heath District	

	<p>Centre > Construction phase will provide local and accessible employment opportunities; operation phase will lead to possible expansion of employment opportunities with the resultant increase in retail floor space, cafes and restaurants.</p>	
	<p>Strong Positive Impact - DSP18 and E1: Solent Business Park > Construction phase will provide local and accessible employment opportunities. Development is expected to meet a considerable proportion of the borough's B1 needs for the plan period, and is accessibly located.</p>	
	<p>Positive Impact - DSP18 & E2: Little Park Farm > Construction phase will provide local and accessible employment opportunities. Development is expected to meet a considerable proportion of the borough's B2/8 needs for the plan period, and is accessibly located (despite access constraints).</p>	
	<p>Positive Impact - DSP18 & E3: Kites Croft > Construction phase will provide local and accessible employment opportunities. Development is expected to meet a considerable proportion of the borough's B2/8 needs for the plan period, and is accessibly located (despite access constraints).</p>	
	<p>Positive Impact - DSP18 & E4: Midpoint 27 > Construction phase will provide local and accessible employment opportunities. Development is expected to meet a considerable proportion of the borough's B2/8 needs for the plan period, and is accessibly located (despite access constraints).</p>	

	<p>Positive Impact - DSP18 & E5: The Walled Garden > Construction phase will provide local employment opportunities. Development is expected to meet a proportion of the borough's B1 needs for the plan period, but is not particularly accessible.</p>	
	<p>Positive Impact - DSP26 & TC1: Civic Area > Construction phase will provide local and accessible employment opportunities; operation phase will lead to a continuation and possible expansion of current employment opportunities.</p>	
	<p>Positive Impact - DSP27 & TC3: Market Quay > Construction phase will provide local and accessible employment opportunities; operation phase will generate multiple employment opportunities.</p>	
	<p>Positive Impact - DSP28 & TC2: Fareham Shopping Centre > Construction phase will provide local and accessible employment opportunities; operation phase will generate multiple employment opportunities.</p>	
	<p>Positive Impact - DSP30 & TC4: Fareham Station East > Construction phase will provide local and accessible employment opportunities; operation phase neutral.</p>	
	<p>Positive Impact - DSP33 & MU1: Fareham College > Construction phase will provide local and accessible employment opportunities; operation phase neutral.</p>	
	<p>Positive Impact - DSP40 & Housing Allocations H1, H4 – H9 & H11-H16 : Construction phase will provide local and accessible employment opportunities; operation phase neutral</p>	

	Positive Impact – DSP48: Bus Rapid Transit > An improved public transport network will improve accessibility to employment areas and thus improve employment opportunities.	
Low income	Positive Impact - CS18 (being retained by DSP Plan) seeks to secure affordable housing on applications yielding a net increase of 5 dwellings or more.	
	Positive Impact – DSP48: Bus Rapid Transit > An improved public transport network will improve accessibility to employment areas.	
On benefits	Indirectly through CS18 but not all	

Here you will need to make a judgement as to whether the Strategy/Policy/Procedure furthers the aims of the duties

	Yes/No	If yes how?
Eliminate discrimination & prohibited conduct	No (DSP Plan)	
	Yes (DSP47)	The more sites provided for Gypsies, Travellers and Show People the lesser the likelihood of illegal encampments.
Advance equality of opportunity	Yes (DSP47)	The policy could facilitate the means by which the group can have access to education.
	Yes (CS18)	By encouraging/ facilitating better access to housing which is a cornerstone for providing equality of opportunity.
Foster good relations	Yes (DSP Plan)	It is hoped that the mix of housing, parks, open space, education and leisure will encourage a cohesive community and therefore foster good relations.
	Yes (DSP47)	Permanent pitches could lead to a vested interest in social integration.
	Yes (DSP52)	Provision of community facilities will encourage greater social interaction/integration.
	Yes	Provision of sports facilities can lay the foundations for greater social

	(DSP53)	integration through team sport.
--	---------	---------------------------------

If NOT then can the Strategy/Policy/Procedure be changed to enable it to further the aims of the duties?		
	Yes/No	How?
Eliminate discrimination & prohibited conduct	No (DSP Plan)	The DSP Plan cannot on its own eliminate discriminatory conduct but has been prepared in line with statutory requirements under which equalities groups are protected.
Advance equality of opportunity		
Foster good relations		

Don't let lack of evidence put you off

An equality impact assessment must be objective and must use evidence in deciding impact. Value judgements will not do!

[Equality Evidence](#)

What information/evidence have you used to make these judgements?	
Strategy/Policy/Procedure information	Local Plan Part 2 : Development Sites and Policies Plan(June 2014), FBC Statement of Community Involvement (January 2011) and the Sustainability Appraisal for the Local Plan Part 2: Development Sites and Policies Plan (January 2014)
Complaints	
Customer surveys	The Plan has been finalised as a result of consideration of result of consultation exercises, as specified in the Background section above.
Other indications of problems encountered by particular groups?	
Information held by other departments	
National Studies	

Is there any other information relating to this Strategy/Policy/Procedure? [For example](#)

Is there any ongoing dialogue with relevant interest or user groups?

- The service maintains a database of statutory consultees as set out in the [Statement of Community Involvement](#) as well as a list of private individuals that have expressed the wish to be consulted as and when new elements of the LDF are brought forward.
- As part of the LDF processes members of the public are consulted at various stages of the plan making process and their views taken account of and views addressed as per the statutory requirement. At this current point in time the plan is in the hands of the Planning Inspectorate and will be the subject of a Public Examination where respondents to the Publication Draft Plan will be invited at the discretion of the appointed Inspector to make representations on the particular issues they made representations on.
- Officers are also part of various Local Authority Officer Groups that review and formulate policy that affects certain equalities groups as detailed in the Action Plan below.

How is the effect of the Strategy/Policy/Procedure on different equality groups to be monitored?

Gender	
Transgender	
Age	<p>Monitoring Report:</p> <ul style="list-style-type: none"> - through the monitoring of the delivery of Older Person's and Specialist Housing. - through the monitoring of the Statement of Community Involvement.
Race	Monitoring Report - through the monitoring of the delivery of Policy DSP47.
Disability and health	Monitoring Report - through the monitoring of the delivery of Older Person's and Specialist Housing.
Sexual orientation	
Religion and belief	
Marital status	
Pregnancy/maternity status	
Caring responsibilities	Not Known
Poor literacy/numeracy	Not Known
Unemployed	Monitoring Report - through the monitoring of the delivery of policy CS18: Provision of Affordable Housing.
Low income	
On benefits	

The quality of an assessment is not measured by the number of pages produced but by the quality of the analysis, the action taken as a result, and the outcomes achieved through implementation

Action Plan (to reduce or eliminate any adverse impacts)

Equality strand	Action and resources	Lead Officer	Timescale
Race	Review and update of policy and guidance through the Joint Authority Gypsy and Traveller Panel (JAGTP)	Joe Maphosa , Planner (Strategy)	On-going
Unemployed Low income Disability and health	Officer participation in the Partnership for Urban South Hampshire (PUSH) Strategy Refresh	Mark Chevis , Principal Planner (Strategy)	On-going
Disability and health	Green Infrastructure Strategy Review	Mark Chevis , Planner (Strategy)	On-going
All	Policy Team comments on relevant planning applications ensuring that new development accords with the policies set out in the DSP Plan so as to avoid or mitigate impact on Equalities groups	Mark Chevis , Principal Planner (Strategy) supported by the Planning Policy Team	On-going
All	Compilation of the Monitoring Report to monitor the effectivity of policies and any impacts that occur as a result of the implementation/lack of implementation of policies.	Joe Maphosa , Planner (Strategy)	Annually

Lack of data is never an excuse for not assessing impact. Some data will always be available, and where it is not, it must be actively gathered

Is there enough information to enable you to complete the impact assessment?	Yes
---	-----

The assessment should always inform the final decision on a policy

[Give due weight to the Aims in decision making](#)

Summary of findings and recommendations

Broadly speaking the DSP Plan has a universal effect on all residents and visitors to the borough. Due to the legislative requirements of the plan making process all equality groups have been considered and adjustments made to policies inline (where possible) with results of consultations. Policies will be monitored through the Monitoring Report which will make additional observations and recommendations for alterations to policy in line with the effectiveness of policy in achieving the Plan's aims. The Sustainability Appraisal of the Local Plan Part 2: Development Sites and Policies Plan has been a vehicle through which the standalone and in combination effects of the plan, against key sustainability objectives, has been assessed and where applicable altered to avoid or mitigate the impact of those policies on equalities groups.

Officers will endeavour to improve policy through participation in joint authority groups where the effectiveness of policy and the most up to date practice guidance will be discussed and where possible and pertinent incorporated into policy. In line with the Local Authority's membership of the Partnership for Urban South Hampshire an ongoing dialogue will be kept on matters that have cross boundary effects such as housing and employment as well as the exchange of ideas and joined up working on various issues such as gypsy and traveller accommodation and transport.

Background information

The latest Fareham equality data is shown below

Equality Strand	2011 Census Statistics	EIA Service Statistics
Race	3.2% BME	
Disability	10.1% Limiting long term illness 9.7% Activities limited a little 6.8% Activities limited a lot	
Gender	51.4% Female 48.6% Male	
Sexual Orientation		
Religion/belief	63% Christian	
Age	21% over 65 26.6% under 24	
Transgender		