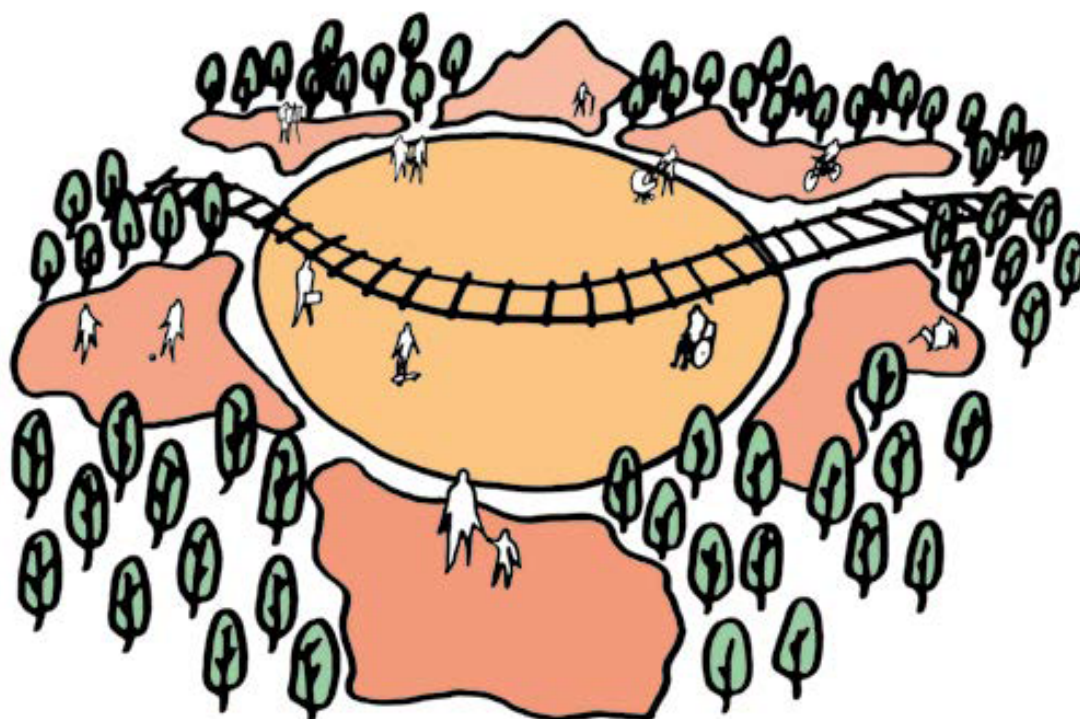


# New Settlement (Maltkiln) Development Plan Document (DPD)

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## Submission Draft Equality Analysis

February 2024



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## Introduction

# 1 Introduction

## Equalities

### The Equality Act 2010 and the Public Sector Equality Duty

- 1.1** The Equality Act 2010 outlaws discrimination on the grounds of the following nine characteristics: age, disability, gender reassignment, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex (gender), and sexual orientation. Within the legislation these characteristics are termed protected characteristics.
- 1.2** The Act replaced previous discrimination legislation, including the Sex Discrimination Act 1975, the Race Relations Act 1976, and the Disability Discrimination Act 1995.
- 1.3** The Act introduced a new public sector equality duty, replacing similar duties under previous legislation. The new duty requires public bodies, such as Harrogate Borough Council, to have due regard to the need to:
  1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
  2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
  3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it
- 1.4** The requirements of the public sector equality duty extend to all the protected characteristics listed above except marriage or civil partnership status.
- 1.5** Nevertheless organisations do still need to have due regard to eliminating unlawful discrimination (bullet point 1) against someone because of their marriage or civil partnership status. However, as this requirement only relates to the workplace it is not relevant to the preparation of planning policy.

### Equality Analysis

- 1.6** Equality analysis is a way of considering the effect of a policy (or practice, activity or decision) on different groups protected by the Equality Act. It involves using equality information, and, where possible, the results of engagement with protected groups and others, to understand the effect or potential effect of emerging policies.
- 1.7** Equality analysis is a useful tool to consider whether a policy will have unintended consequences for some groups, and whether the policy will be fully effective for all target groups.
- 1.8** Carrying out equality analysis can help the council ensure it is meeting the public sector equality duty, and documenting this work can help demonstrate compliance with the legislation.

## New Settlement (Maltkiln) DPD

- 1.9** The New Settlement (Maltkiln) Development Plan Document (DPD) is being produced to guide the design and delivery of a new settlement in a broad location at Green Hammerton/Cattal. Once adopted the DPD will form part of the statutory development plan and will be used to determine relevant applications for planning permission.

- 1.10** The development of a new settlement is part of the council's strategy to meet the long-term development needs of the Harrogate area, set out in the Harrogate District Local Plan 2014-2035 (adopted 2020).
- 1.11** While the local plan establishes a broad location for the new settlement at Green Hammerton/Cattal it requires the preparation of a further DPD to allocate a site and set out specific requirements for its design, development and delivery. Within the local plan, policy DM4: Green Hammerton/Cattal Broad Location for Growth sets out the council's aims for the new settlement and guiding principles for the DPD.
- 1.12** In response to policy DM4 the DPD will set out a vision and a series of objectives for the new settlement. It will also include policies setting out specific requirements considered necessary to achieve the vision and objectives. These policies will be used to assess proposals when applications for planning permission are received by the council.
- 1.13** The preparation of DPDs is required to follow legislation set out in the Town and Country Planning (Local Planning) (England) Regulations 2012 (as amended).
- 1.14** The regulations require the council to engage with stakeholders and other interested parties, and consider their views when preparing the DPD. Once the council has a DPD it wishes to adopt it must enable formal representations on the content to be made. These representations are then submitted to the Secretary of State along with the DPD and supporting evidence in order to form the basis of an independent examination carried out by the Planning Inspectorate.
- 1.15** The examination is tasked with determining whether the DPD is legally compliant, including whether the statutory duty-to-co-operate has been met, and sound. In order to be found sound a DPD needs to be:
- Positively prepared;
  - Justified;
  - Effective; and
  - Consistent with national planning policy

### **New Settlement (Maltkiln) DPD Regulation 19 Pre-Submission Draft**

- 1.16** The New Settlement (Maltkiln) DPD Regulation 19 Pre-Submission Draft was published in October 2022 as a complete draft of the DPD that the council wishes to adopt. The document built on the information published at Regulation 18, including the New Settlement Concept Framework, and was prepared following consideration of comments made in response to the Regulation 18 material<sup>(1)</sup>.
- 1.17** The council has sought formal representations from interested parties on whether the Pre-Submission Draft DPD meets legal requirements, including requirements under equalities legislation, and whether the DPD is sound<sup>(2)</sup>. As set out above, the comments received will form the basis of an independent examination into the DPD that will be carried out by the Planning Inspectorate.

### **Proposed Modifications for Submission**

- 1.18** The council has considered the representations made in response to the Regulation 19 Pre-submission consultation and is proposing a series of modifications to the DPD in response to the issues raised to ensure it is legally compliant and sound. The proposed modifications will be submitted for examination alongside the Pre-Submission Draft DPD and the representations received.

1 Further information on consultation at Regulation 18 is set out in section 2: The Approach to Equality Analysis.  
2 Further information on consultation at Regulation 19 is set out in section 2: The Approach to Equality Analysis.

## New Settlement (Maltkiln) DPD: Equality Analysis

- 1.19** Equality analysis is taking place in parallel with the preparation of the New Settlement (Maltkiln) DPD to inform its content and ensure that the plan meets the three aims of the public sector equality duty.
- 1.20** Equality analysis reports are published in order to share the council's consideration of how proposed policies meet the duty. Where further development of policies is being considered comments on the equality analysis are sought, particularly from people with protected characteristics, in order to help improve understanding of the impacts of policies on particular groups. Where relevant these comments could help to refine the analysis, which in-turn may indicate that policies should be amended.

### New Settlement (Maltkiln) DPD Regulation 19 Pre-Submission: Equality Analysis Report

- 1.21** The DPD Regulation 19 Pre-Submission: Equality Analysis Report was published in October 2022 alongside the Pre-submission draft of the DPD, and details the equality analysis that took place to inform the DPD content. Comments from interested parties were sought on the analysis as part of the Regulation 19 consultation.

### New Settlement (Maltkiln) DPD Equality Analysis: Submission Draft

- 1.22** As discussed in the section above, following the Regulation 19 consultation, the council is proposing a series of modifications to the DPD content. This document, the New Settlement (Maltkiln) DPD Equality Analysis: Submission Draft, sets out, where necessary, an updated equality analysis of the proposed DPD content in-light of the proposed modifications and will be submitted for examination in support of the DPD.
- 1.23** If necessary further equality analysis reports will be published to support the preparation of the DPD.
- 1.24** The remainder of the document is set out as follows:
- **Section 2: The Approach to Equality Analysis.** This section details how the analysis is being approached. It explains the stages in the analysis and how these relate to the preparation of the DPD.
  - **Section 3: Equalities Information.** This section sets out statistical information about each of the protected characteristics used to inform the analysis or policies. Where possible, the information aims to help understanding of the prevalence of particular characteristics to better understand the scale of any impacts on particular groups.
  - **Section 4: Results.** This section details the results of the equality analysis of each proposed policy. Where it is considered that a policy has relevance to equality, the analysis of potential impacts in relation to requirements of the public sector equality duty are set out.
  - **Section 5: Conclusion.** This section brings together the analysis of individual policies to understand how the DPD as a whole responds to the requirements of the public sector equality duty and whether the duty has been met.

Main report

## 2 The Approach to Equality Analysis

**2.1** Carrying out equality analysis alongside the preparation of policy helps to ensure that policies take opportunities to advance equality and foster good relations between people.

**2.2** Guidance on equality analysis describes the process as:

- Evidence based and proportionate;
- Focused on what is relevant to people with a protected characteristic and the general duty;
- Integral to the formation and development of what is being assessed;
- Concerned with identifying opportunities to advance equality and foster good relations as well as removing or minimising discrimination.

**2.3** The Equality and Human Rights Commission has produced guidance for public bodies seeking to meet the equality duty. The guidance suggests an approach based on legal principles for compliance with previous equality legislation established by case law.

**2.4** The guidance identifies six steps, as set out in the table below. The approach used to assess the equality impacts of the New settlement DPD is based on these steps.

The six steps involved in equality analysis (EA) <sup>(1)</sup>		
Step		Description
1	Identifying responsibility for the EA	EA is most effective when it is integrated into policy making and carried out by the person/people developing the policy. To ensure proper ownership, equality officers (corporate policy team) should not carryout EAs for policies across an organisation; however they should provide guidance and can advise whether an EA is sufficiently rigorous.
2	Establishing relevance to equality	Identifying whether policies are relevant to equality issues.
3	Scoping the EA	For policies relevant to equality issues, scoping involves identifying how the policy aims relate to equality, which aspects of the policy are most important to equality, and which protected groups and parts of the equality duty are relevant. It includes identifying relevant evidence available, gaps in information, and identifying useful stakeholders to engage.
4	Analysing equalities information	Involves evaluating policies against the information assembled and making an informed judgement about whether a policy is likely to have positive or negative consequences for particular groups, or for good relations. Consideration should also be given to whether policies can help to tackle wider inequalities that the council is not responsible for causing but could help to address. Following this, a reasonable and informed judgement can be made about whether to continue with the policy, make changes to the policy, or cancel the policy.
5	Monitoring and review	The actual effect of a policy will only be known once it has been introduced. This involves monitoring, implementation and using the results to inform future policy work.
6	Decision making and publication	Before a final decision on whether to implement a policy is made, a senior officer should sign off the EA. Decision makers should be made aware of the EAs findings to ensure that decision making is based on a clear understanding of the effects on equality.

**Table 2.1** The six steps involved in equality analysis (EA)

1. Source: Adapted from Equality Act 2010 guidance for English public bodies (and non-devolved bodies in England and Wales) Volume 2 of 5: Equality analysis and the equality duty (Equality and Human Rights Commission).

## Responsibility for the New Settlement (Maltkiln) DPD Equality Analysis

**2.5** Guidance produced by the Equality and Human Rights Commission advises that equality analysis is most effective when it is integrated into policy making and carried out by the person or people developing the policy.

**2.6** Equality Analysis of the New Settlement DPD has, therefore, been carried out by the same officers responsible for preparing the DPD. Where necessary, this has been supported by the council’s corporate policy team who have greater equalities experience and are responsible for the council’s corporate approach to equality issues.

## Establishing relevance to equality and scoping the analysis

**2.7** The council needs to comply with the public sector equality duty when carrying out its functions. To ensure that equality analysis is proportionate the first step is to understand whether an activity has any relevance to equality issues.

**2.8** Some activities of the council, for example, the setting of policy on how often to check fridge temperatures in council-run catering establishments, will not have relevance to equality. By checking relevance activities such as this can be screened out from further unnecessary analysis.

**2.9** Scoping involves identifying:

- Whether and how an activity relates to equality
- Which aspects of the activity have particular importance to equality
- Which protected groups and parts of the equality duty are relevant

## Scoping the Approach

**2.10** In order to develop an effective and proportionate approach to the equality analysis the content of the DPD has been scoped to consider which elements of the plan should be included in the analysis. The results of this scoping are shown in the table below.

DPD content	Description	Results of scoping
Introduction	This section provides background context for the DPD. This includes the local policy context set by the local plan and information on how the DPD will be used in the statutory development management process to determine applications for planning permission.	As this section does not contain policies or proposals, it is not considered that it is relevant to equality. Scoped out of further analysis.
Vision and objectives	This section sets out a vision for what the new settlement will be like as a result of implementing the DPD. Alongside, a series of objectives are presented that describe outcomes considered necessary to achieve the vision. The vision and objectives are used to inform the content of policies.	As a whole it is considered that these elements of the plan are relevant to equality, however, because the vision and objectives are broad descriptions and aims to be achieved through the policies in the plan, it is considered that equality analysis of these elements may duplicate any analysis of policies. The result of scoping is discussed further below.
Site context	This section describes the site for the new settlement and neighbouring communities and land uses. The section provides useful background information.	This section provides a factual description and it is not considered that this is relevant to equality. Scoped out of further analysis.
Policies	Policies are presented in several sections under the following themes: development framework, climate change; green and blue infrastructure; heritage assets; housing; local centre;	As a whole it is considered that these elements of the plan are relevant to equality, however, as the policies set out requirements necessary to achieve the vision and objectives it is considered that equality analysis of policies may duplicate any analysis of the vision and objectives.

DPD content	Description	Results of scoping
	<p>access and movement. The policies will be used to assess proposals when relevant applications for planning permission are being determined by the council.</p>	<p>As planning law requires proposals to be assessed against DPD policies, rather than visions or objectives, the DPD will be delivered through the operation of its policies. As such it is considered that the policies, rather than the vision and objectives, should undergo equality analysis. Each policy will be included in the analysis unless it is concluded that the policy is not relevant to equality through separate scoping or later analysis. The vision and objectives are scoped out of further analysis.</p>
<p>Delivery and phasing</p>	<p>This section sets out information relevant to delivery of the new settlement, including phasing and trigger points .</p> <p><b>Submission update:</b> Following Reg 19 consultation it is proposed to delete table 11.1 (infrastructure delivery) from the DPD- and, therefore, delete this section- and instead include the table within the Infrastructure Delivery Schedule (IDP) document. An additional policy dealing with infrastructure delivery is proposed to be added to the DPD.</p>	<p>As this section deals predominantly with the timing of delivery of elements required through the policies, it is not considered that this has further relevance to equality beyond that of the policies themselves. Scoped out of further analysis.</p> <p><b>Submission update:</b> As this section was scoped out of further analysis, its proposed deletion does not alter the equality analysis of the DPD. The new proposed infrastructure delivery policy (NS38) will now be subject of an equality analysis- the results of this are set out in section four.</p>

Table 2.2 Scoping the DPD content for further equality analysis

**2.11** Scoping of the DPD content has identified that the most appropriate element of the DPD to consider for the equality analysis are the policies. Therefore the impact of each policy on equalities will be considered further.

### Equalities Information

**2.12** To carry out effective equality analysis it is important to have an understanding of protected groups that policies may affect.

**2.13** The scoping stage can be used to identify information that will aid understanding and be used to inform the analysis. Scoping can also reveal gaps in information. Although guidance on equality analysis highlights that perfect evidence may not always be needed to identify important effects on equality, scoping could be used to identify means to gather missing information, including through targeted engagement.

**2.14** Equalities information has been gathered to inform the equality analysis. This is presented in section three.

### Scoping of Policies

**2.15** In order to ensure an effective and proportionate approach to equality analysis the DPD policies have been scoped to consider which policies are relevant to equality and should be analysed further.

- 2.16** Scoping of policies involves identifying the likely relevance of each policy to equality issues. Where a policy is considered to have relevance to equality issues, the protected group (or groups) and the part (or parts) of the equality duty that are likely to be impacted by the policy are highlighted. Where it is considered that a policy does not have relevance to equality issues, further equality analysis would not take place.
- 2.17** The results of the scoping for each policy is set out in section four.
- 2.18** Where a policy is amended following an initial equality analysis, the results of earlier scoping are reviewed to consider whether the amendment alters the original findings.

## Analysis and addressing impacts

- 2.19** Analysis of a policy is concerned with identifying what would be likely to happen in terms of equality and good relations if the policy were implemented.
- 2.20** Analysis involves pulling together equality information and, where possible, the results of engagement in order to make a reasonable and informed judgement about the likely effects of a policy. It is important to be aware that a policy may have positive or negative consequences for particular groups.
- 2.21** Once the potential effects of a policy have been identified, an informed judgement can be made about the next steps in developing the policy. Guidance suggests four possible courses of action:
1. **No major change:** The analysis demonstrates that the policy is robust and the evidence shows no potential for discrimination. All appropriate opportunities to advance equality and foster good relations between groups have been taken.
  2. **Adjust the policy:** This involves taking steps to remove barriers or to better advance equality. This could include introducing measures to mitigate potential negative effects.
  3. **Continue the policy:** This means adopting the proposals despite any adverse effect or despite missed opportunities to advance equality. If this option is chosen, officers must be satisfied that it does not unlawfully discriminate.
  4. **Stop and remove the policy:** If there are adverse effects that are not justified and cannot be mitigated, the policy can be removed. Policies that show a potential for unlawful discrimination must be removed or changed.
- 2.22** The results of the analysis for each policy considered relevant to equality is set out in section four. Where necessary, the analysis has influenced further development of individual policies to better promote equality.
- 2.23** Where a policy is amended following an initial equality analysis, the results are reviewed to consider whether the amendment alters the original findings.

## Consultation

- 2.24** It is important that all sections of the community are given the chance to take part in the planning process at the earliest opportunity so that decisions can take account of the range of community views and reflect, as far as possible, the concerns and aspirations of the people affected by them.
- 2.25** The New Settlement (Maltkiln) DPD Regulation 19 Pre-submission was prepared following consideration of comments received during early engagement (regulation 18). The approaches and policies were also informed by on-going engagement with key stakeholders, including statutory bodies and a community liaison group.

- 2.26** As set out in section one, the council has sought formal representations from interested parties on whether the Pre-Submission Draft DPD meets legal requirements, including requirements under equalities legislation, and whether the DPD is sound. At the same time comments were sought on the Regulation 19 Pre-Submission: Equality Analysis Report, published in support of the DPD.
- 2.27** Further information on consultation and engagement that has taken place is set out in the New Settlement DPD Regulation Consultation Statement Submission Update.

### **Consultation at Regulation 19**

- 2.28** Several comments that relate to the Equality Analysis report or raise equality issues were received during the Regulation 19 consultation. The key issues raised by these comments are set out and responded to alongside other key issues. The comments received each relate to a specific policy or policies, rather than the overall equality analysis approach.
- 2.29** In summary, one of the comments seeks an equality analysis of a policy. The policy had been scoped into the analysis and, in response, the results were signposted. Another comment appears to question the overall effectiveness of the general approach to sustainable transport, covered across a number of policies- some scoped into the analysis but also others not considered relevant, but does not indicate the issues considered relevant to equalities or how the policies fail to meet the Equality Act.
- 2.30** A comment was received suggesting that policies NS26 and NS28 do not consider the needs of people with disabilities in relation to access to the local centre, the rail station and schools. In-light of this a modification is proposed to policy NS28 that requires inclusive accessibility to schools. No change is proposed to policies relating to the local centre and rail station as it is considered that these issues are already adequately covered.
- 2.31** A comment was also received suggesting that the approach to residential parking, policies NS5 and NS37, would negatively affect people with a wide range of protected characteristics. The comment appears to be based on an erroneous understanding that the approach would prevent residents from having more than one car. Relevance to a number of the protected characteristics highlighted was identified in the analysis and, as set out in section four, mitigation measures had been included. In-light of the comment the mitigation measures that had been included alongside the policy are now proposed to be moved into policy to give these issues greater weight in the decision-making process. The relevance of the approach to other protected characteristics was reconsidered, however, as the comment does not suggest how the approach is relevant, the original scoping results have been retained.

## 3 Equalities Information

**3.1** The equality analysis of the New Settlement DPD has been informed by the equalities information set out below regarding people with the following protected characteristics:

- Age
- Sex (gender)
- Disability
- Race
- Religion/belief
- Sexual Orientation
- Pregnancy/maternity
- Gender reassignment

**3.2** For each protected characteristic information has been gathered to better understand the number of people or proportion of the population within a protected group. In order to help identify groups with particularly significant populations in the district, where relevant, this information has been presented alongside statistics for wider geographies, such as North Yorkshire, Yorkshire and the Humber, or England as a whole.

**3.3** The majority of information has been gathered from reports of data collected as part of the national census carried out every 10 years by the Office for National Statistics (ONS). Although the most recent census was conducted in April 2021, data from this survey has not been available to inform this work and, therefore, data from 2011 has been used.

### Age

Harrogate district resident population broken down into age categories <sup>(1)</sup>		
Age group	Percentage (%) of the population	Number of people (approx. numbers)
0 to 15 years	18.3	28,890
16 to 19 years	4.7	7,420
20 to 29 years	9.9	15,629
30 to 44 years	19.4	30,627
45 to 64 years	28.3	44,677
65 to 74 years	10.1	15,945
75 to 84 years	6.6	10,419
85+ years	3.0	4,736

Table 3.1 Harrogate district resident population broken down into age categories

1. Source: adapted from the Census 2011 (ONS, 2011)

Resident populations broken down into age categories <sup>(1)</sup>				
Age group	Percentage (%) of the population			
	Harrogate district	North Yorkshire and York	Yorkshire and the Humber	England
0 to 15 years	18.3	16.9	18.9	18.9
16 to 19 years	4.7	5.1	5.4	5.1
20 to 29 years	9.9	11.9	13.8	13.7
30 to 44 years	19.4	18.3	19.7	20.6

Resident populations broken down into age categories <sup>(1)</sup>				
Age group	Percentage (%) of the population			
	Harrogate district	North Yorkshire and York	Yorkshire and the Humber	England
45 to 64 years	28.3	28.0	25.7	25.4
65 to 74 years	10.1	10.3	8.8	8.6
75 to 84 years	6.6	6.6	5.6	5.5
85+ years	3.0	2.7	2.1	2.3

Table 3.2 Resident populations broken down into age categories

1. Source: adapted from the Census 2011 (ONS, 2011)

**3.4** At the time of the Census the Harrogate district had a population of 157,869. (ONS, 2011). The age profile of the district's residents shows that:

- The district has a higher proportion of young people aged up to 15 years than in North Yorkshire and York but a largely similar proportion as the region and across England.
- The district has lower proportions of 16 to 19 year olds and 20 to 29 year olds than the county, the region or England.
- The district has similar proportions of people in each of the age categories from 45 years as the county, but both have higher proportions than across Yorkshire and the Humber or England.

## Sex (Gender)

Harrogate district resident population split by gender and broken down into age categories <sup>(1)</sup>				
Age group	Males (approximate)		Females (approximate)	
	%	Number of people	%	Number of people
0 to 15 years	7.44	11,800	8.26	13,100
16 to 19 years	3.28	5,200	2.84	4,500
20 to 29 years	5.17	8,200	4.60	7,300
30 to 44 years	9.08	14,400	9.39	14,900
45 to 64 years	13.87	22,000	14.38	22,800
65 to 74 years	5.11	8,100	5.61	8,900
75 to 84 years	2.96	4,700	3.78	6,000
85+ years	0.95	1,500	1.95	3,100
Totals	47.86	75,900	50.81	80,600

Table 3.3 Harrogate district resident population split by gender and broken down into age categories

1. Source: adapted from the Census 2011 (ONS, 2011)

**3.5** The gender and age profile of Harrogate district residents shows that:

- The district has a slightly higher proportion of females than males.
- The higher proportion of females becomes progressively more pronounced in the older age categories.
- The profile is broadly consistent with the picture nationally.

## Disability

Proportion of resident populations whose day-to-day activities are limited by health or disability <sup>(1)</sup>					
People whose:	Harrogate district		North Yorkshire (%)	Yorkshire and the Humber (%)	England (%)
	%	Approx. number			
Day-to-day activities are limited a lot	6.6	10,490	7.6	9.1	8.3
Day-to-day activities are limited a little	8.9	14,129	9.9	9.8	9.3
Day-to-day activities are not limited	84.4	133,250	82.5	81.2	82.4

Table 3.4 Proportion of resident populations whose day-to-day activities are limited by health or disability

1. Source: adapted from the Census 2011 (ONS, 2011)

Proportion of resident populations who are of working age and whose day-to-day activities are limited by health or disability <sup>(1)</sup>					
Working age people whose:	Harrogate district		North Yorkshire (%)	Yorkshire and the Humber (%)	England (%)
	%	Approx. number			
Day-to-day activities are limited a lot	2.3	3,558	2.8	4.0	3.6
Day-to-day activities are limited a little	3.7	5,897	4.2	4.9	4.6
Day-to-day activities are not limited	56.2	88,687	55.1	55.7	56.5

Table 3.5 Proportion of resident populations who are of working age and whose day-to-day activities are limited by health or disability

1. Source: adapted from the Census 2011 (ONS, 2011)

**3.6** The data on the resident population of the Harrogate district whose day-to-day activities are limited by health or disability show that:

- Relative to North Yorkshire, the region and England as a whole, the district has comparatively low levels of people whose day-to-day activities are limited to any extent due to health or disability (15.5%). However it should be noted that, although the proportion is comparatively lower, there are over 24,000 resident's whose day-to-day activities are limited.
- A similar comparative pattern is evident when looking at residents of working age (ages 16 to 64). There are almost 10,000 working age people in the district who have a health problem or disability that limits their day-to-day activities, and of these a little over 3,500 people are limited a lot.

## Race

**3.7** Race is a classification system used to categorise people into distinct populations or groups. In terms of protected characteristics under the Equalities Act, race includes a person's colour, nationality, and ethnic or national origin.

**3.8** The table below shows the proportion of different ethnic groups as a percentage of the total population of the Harrogate district. To enable comparisons, the same information is provided for North Yorkshire and York, Yorkshire and the Humber region, and England as a whole. The numbers of people in Harrogate district shown within each group are approximate.

Ethnicity of Harrogate district residents <sup>(1)</sup>					
	Harrogate district		North Yorks. and York (%)	Yorkshire and the Humber (%)	England (%)
	%	Approx. number	(796,427)	(5,283,733)	(53,012,456)
All people	100	157,869	100	100	100
Total White	96.33	152,075	96.59	88.80	85.41
White: British	91.67	144,719	93.38	85.76	79.75
Total White Non British	4.66	7,357	3.21	3.04	5.66
White: Irish	0.49	774	0.44	0.50	0.98
White: Gypsy or Irish Traveller	0.07	111	0.11	0.08	0.10
White: Other White	4.10	6,473	2.66	2.46	4.58
Total Non-White	3.67	5,794	3.41	11.20	14.59
Total Mixed	1.13	1,784	0.93	1.60	2.24
Mixed: White and Black Caribbean	0.26	410	0.23	0.63	0.78
Mixed: White and Black African	0.17	268	0.12	0.18	0.30
Mixed: White and Asian	0.40	631	0.34	0.49	0.63
Mixed: Other Mixed	0.30	474	0.24	0.30	0.53
Total Asian or Asian British	1.52	2,400	1.77	7.31	7.82
Asian or Asian British: Indian	0.37	584	0.40	1.31	2.63
Asian or Asian British: Pakistani	0.07	111	0.16	4.28	2.10
Asian or Asian British: Bangladeshi	0.04	63	0.08	0.42	0.82
Asian or Asian British: Chinese	0.55	868	0.53	0.54	0.72
Asian or Asian British: Other Asian	0.49	774	0.60	0.76	1.55
Total Black or Black British	0.73	1,152	0.45	1.52	3.47
Black or Black British: Caribbean	0.09	142	0.07	0.44	1.11
Black or Black British: African	0.40	631	0.29	0.87	1.84
Black or Black British: Other Black	0.24	379	0.09	0.21	0.52
Total Other Ethnic Groups	0.29	458	0.26	0.77	1.04
Other Ethnic Group: Arab	0.08	126	0.11	0.40	0.42
Other Ethnic Group: Other	0.21	332	0.15	0.37	0.62

Table 3.6 Ethnicity of Harrogate district residents

1. Source: adapted from the Census 2011 (ONS, 2011)

**3.9** The data on the ethnicity of Harrogate district residents shows that:

- The district is home to an ethnically diverse population.

- The most populous minority ethnic groups (i.e. not White: British) are (largest first): White- Other White; Asian or Asian British- Chinese; White- Irish; Asian or Asian British- Other Asian; Mixed- White and Asian; Black or Black British- African; and Asian or Asian British- Indian.
- It should be noted that while many of these groups identify a particular ethnicity, a number of the groups are actually composed of more than one ethnic group. This is the case for the minority ethnic group with the largest population in the district, White- Other White.
- The Census identified a population of 111 White- Gypsy or Irish Traveller people in the district. However this may under report the population since the the North Yorkshire Joint Strategic Needs Assessment (JSNA), which is based on data regarding about the number of children in education, estimates 958 White- Gypsy or Irish Traveller people living in the district.

Main language of residents of Harrogate district aged three and over where the main language is not English, sorted in order of prevalence <sup>(1)</sup>		
Main language	Countries/places where the language is widely used (these lists are not exhaustive)	Number of residents who speak as their first language
Polish	Poland. Minority language in Lithuania, Belarus, Ukraine	1340
Chinese (all others)	China, Taiwan, Singapore	391
Tagalog/Filipino	Philippines	233
Russian	Russia, Belarus, Kazakhstan, Kyrgyzstan, Moldova. Minority language in Romania, Finland, Ukraine, Israel, Lithuania, Estonia	232
French	France, Belgium, Monaco, Canada, Luxembourg, Switzerland, numerous African countries, Haiti, Seychelles, Togo, Vanuatu	196
Lithuanian	Lithuania. Minority language in Poland	178
Spanish	Spain, most of Latin America (Brazil is a notable exception), Equatorial Guinea. Minority language in Philippines, USA	176
German	Germany, Austria, Switzerland, Belgium, Luxembourg, Liechtenstein, Italy (South Tyrol). Minority language in Namibia, Czech Republic, Denmark (South Jutland), Poland	126
Cantonese Chinese	Southern China, Hong Kong, Macau	125
Latvian	Latvia	125
Slovak	Slovakia, Serbia (Vojvodina). Minority language in Czech Republic, Hungary, Ukraine, Russia	122
Italian	Italy, Switzerland, San Marino. Minority language in Slovenia (Istria), Croatia (Istria), Somalia, Eritrea, Ethiopia	112
Czech	Czech Republic. Minority language in Slovakia	86

Table 3.7 Main language of residents of Harrogate district aged three and over where the main language is not English, sorted in order of prevalence

1. Source: adapted from the Census 2011 (ONS, 2011)

**3.10** Although language is not a protected characteristic, information about the main language of people who do not speak English as their main language can be used to help identify national identities that may exist within the population. This may be particularly helpful in understanding more about the ethnicity of people within the district's most populous minority ethnic group, White- Other White.

**3.11** The main language data identifies:

- Polish is the main language most spoken by residents whose main language is not English, which suggests that there is likely to be a particularly significant Polish population within the district
- The next most spoken non-English main language is Chinese. Together with data for the number of people whose main language is Cantonese Chinese, this appears to support the ethnic groups data, which identifies a significant population of people who have a Chinese ethnic background.

Passports held by Harrogate district residents, sorted in order of prevalence <sup>(1)</sup>		
Passport	Percentage of residents who hold the passport (%)	Number of residents who hold the passport (approx.)
United Kingdom	79.9	126,137
No passport	14.4	22,733
Other European Union (EU) countries	2.3	3,631
North American and Caribbean countries	2.2	3,473
Middle East and Asian countries	0.8	1,263
African countries	0.4	631
Antarctica and Oceania (includes Australia, New Zealand and many Pacific islands)	0.4	631
Republic of Ireland	0.3	474
Non-EU European countries	0.2	316

Table 3.8 Passports held by Harrogate district residents, sorted in order of prevalence

1. Source: adapted from the Census 2011 (ONS, 2011)

**3.12** Information on the passports held by a population may also be useful in helping to identify ethnic groups within the population, however it is important to note that in most cases nationalities are not ethnic groups. The data identifies:

- A variety of passports are held by residents of Harrogate district.
- The proportion of the population holding passports from North American and Caribbean countries is of particular note is substantially higher than for North Yorkshire and York (0.7), Yorkshire and the Humber (0.3%) and England overall (0.6%). This may be, in part, a result of the presence of an American military base in the district at Menwith Hill.
- The proportion of passports from 'Other EU countries' (i.e. not the UK or the Republic of Ireland) is higher than for North Yorkshire and York (1.8%) and Yorkshire and the Humber (2.0%), but lower than for England as a whole (3.6%).
- It is likely that a significant proportion of the EU and USA passport holders are part of the White- Other White population highlighted by the ethnicity data.

## Religion/Belief

Total population broken down into religions <sup>(1)</sup>					
	Harrogate district		North Yorkshire and York (%)	Yorkshire and the Humber (%)	England (%)
	%	Approx. number			
Buddhist	0.3	474	0.3	0.3	0.5
Christian	68.6	108,298	66.9	59.5	59.4
Hindu	0.1	158	0.3	0.5	1.5

Total population broken down into religions <sup>(1)</sup>					
	Harrogate district		North Yorkshire and York (%)	Yorkshire and the Humber (%)	England (%)
	%	Approx. number			
Jewish	0.2	316	0.1	0.2	0.5
Muslim	0.4	631	0.5	6.2	5.0
Sikh	0.1	158	0.0	0.4	0.8
Other religions	0.3	474	0.3	0.3	0.4
No religion	22.9	36,152	24.2	25.9	24.7
Not stated	7.1	11,209	7.3	6.8	7.2

Table 3.9 Total population broken down into religions

1. Source: adapted from the Census 2011 (ONS, 2011)

**3.13** The data on the religious beliefs of Harrogate district residents shows that:

- The district is home to people from all the major religions identified.
- The majority of the district’s residents are Christian and the proportion of Christians is broadly the same as in North Yorkshire and York but higher than for the region or for England as a whole.
- Almost a quarter of the district’s residents do not identify with any religion, and it should be noted that this is the second highest response to the Census question.
- The district has lower Sikh and Hindu populations than the region or England, and a significantly lower Muslim population than the region or England. Nevertheless, Islam is the faith with the second highest number of followers (631) in the district.
- The Jewish population is proportionally larger than that in North Yorkshire and York but similar to the region and notably lower than for the whole of England.

## Sexual Orientation

**3.14** There is no official data on the number of people in the Harrogate district, or indeed nationally, who are homosexual or bisexual.

**3.15** However Stonewall estimate that 5-7% of the population nationally are lesbian, gay or bisexual. If the district has similar proportions, using the 2011 Census population figures, this would suggest that there are between 7,893 and 11,051 people in the Harrogate district who are lesbian, gay or bisexual.

**3.16** Although there is no data on the number of people who are homosexual or bisexual, data on the number of people living as part of a same-sex couple does exist. While this should not be used to suggest the number of people who are homosexual or bisexual, it may be a useful tool to help compare the relative proportion of district’s population who are homosexual or bisexual to other areas.

People living as part of a same-sex couple as a percentage of all people aged 16 and over <sup>(1)</sup>			
Harrogate district (%)	North Yorkshire and York (%)	Yorkshire and the Humber (%)	England (%)
0.16	0.15	0.16	0.2

Table 3.10 People living as part of a same-sex couple as a percentage of all people aged 16 and over

1. Source: adapted from the Census 2011 (ONS, 2011)

- 3.17** The data on Harrogate district residents who are living as part of a same-sex couples shows that:
- Approximately 0.16% of the district's population aged 16 and over are living as part of a same-sex couple. This equates to approximately 188 people (the total population aged 16 and over is 117,336).
  - The district contains a broadly similar proportion of people living in a household as part of a same-sex couple as North Yorkshire and York, and the region, but a lower proportion than in England. This may suggest that the district has similar proportions of people who are either lesbian gay or bisexual as the county and the region but lower proportions than England as a whole. However it is important to recognise that not all lesbian gay or bisexual people will have been living with a partner when the data was collected.

## Pregnancy/Maternity

- 3.18** Pregnancy is the condition of being pregnant. Protection against pregnancy discrimination covers not only those who are pregnant but also women and men who may be discriminated against due to an association with someone who is pregnant.
- 3.19** Maternity is the period after giving birth. In workplace contexts, the length of maternity is related to the period of maternity leave. In other situations protection against maternity discrimination extends for 26 weeks following the day of the birth, and includes protection against unfair treatment due to breastfeeding. After this period unfair treatment due to breastfeeding is considered sex discrimination.

## Gender Reassignment

- 3.20** Gender identity refers to a person's innate, deeply felt sense of being male or female, or both or neither. The term transgender refers to an individual whose gender identity does not match their assigned birth sex.
- 3.21** There are no official statistics for the number of transgender people living in the Harrogate district, and similarly no official statistics regarding transgender populations regionally or nationally. However, the Gender Identity Research and Education Society (GIRES) estimated that in 2007 the prevalence of people who had sought medical care for gender variance (behaviours and interests outside of what is considered normal for an assigned biological sex) was 1 in 5000 (0.02%); 80% were biologically assigned males and 20% were biologically assigned females.
- 3.22** If the same trends are assumed for the district, using the 2011 Census population figures, the number of people seeking medical care could be 32 (26 trans women and 6 trans men).
- 3.23** However, it should be recognised that this is unlikely to be an accurate reflection of the population of transgender people in the district. As the figure is based on people seeking medical care it may under estimate the true number since it is reasonable to assume that not all transgender people seek medical care. At the same time it may overestimate the number because some people seeking medical care for gender variance may not self-identify as transgender.

## 4 Results

### Development Framework

- 4.1** This section details the results of the equality analysis of draft policies in the development framework chapter of the DPD. The policies are:
- NS1: Maltkiln New Settlement Allocation;
  - NS2: Strategic Green Gap;
  - NS3: Master-Planning Design Principles.
- 4.2** The likely relevance of each policy to equality issues has been identified through a scoping exercise.
- 4.3** Where the scoping suggests a policy is relevant to equality issues the protected group (or groups) and the part (or parts) of the equality duty that are likely to be impacted by the policy have been identified.
- 4.4** The potential impacts of the policy on people with protected characteristics have then been analysed and, where necessary, the analysis has influenced further development of the policy to better promote equality.
- 4.5** Where the scoping suggests a policy is not relevant to equality issues further analysis has not taken place.
- 4.6** The results of the scoping and, where relevant, analysis of these policies is set out below.

### NS1: Maltkiln New Settlement Allocation

Policy NS1: Development Framework							
Establishing relevance to equality and scoping the analysis							
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)						
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	This policy sets out over-arching requirements for the new settlement that address the main planning issues. As such the policy covers a wide range of issues for the benefit of all. The individual requirements are drawn from existing policy in the adopted local plan and other policies in the New Settlement DPD and will have different impacts on specific groups and varying relevance, including in some cases no relevance to equality issues. It is considered that elements taken from local plan policy should undergo no further analysis since equalities issues were considered as part of developing that plan. It is considered that elements drawn from other DPD policies should be analysed as part of those policies alongside other related provisions with similar aims, and that further analysis of these measures in relation to their inclusion in policy NS1 is unnecessary. It is therefore concluded that this policy should not undergo further analysis.						
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick) Not applicable</b>							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							
Eliminate unlawful discrimination, harassment and victimisation		Advance equality of opportunity between different groups			Foster good relations between different groups		

Policy NS1: Development Framework	
Establishing relevance to equality and scoping the analysis	
<b>3. Further Information (if necessary):</b>	<b>Submission Update:</b> Following Pre-submission (Reg19) consultation it is proposed to amend the policy name to NS1: Maltkiln New Settlement Allocation. A further amendment to clarify that land outside the allocation is treated as countryside and subject to local plan policy GS3 is also proposed. It is not considered that these changes would alter the outcome of the scoping.

Table 4.1 Scoping of policy NS1: Maltkiln New Settlement Allocation

## NS2: Strategic Green Gap

Policy NS2: Strategic Green Gap							
Establishing relevance to equality and scoping the analysis							
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)						
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	This policy aims to keep the area designated free from development in order to protect the settings of nearby conservation areas. The policy supports development that would not harm the landscape and specifically identifies support for improvements to public rights of way (PROWs). It is considered that the primary aim of the policy is not relevant to equality issues but that the PROW provision is relevant. It is considered that improvements to PROWs would benefit all, however, depending on their nature, they could be particularly beneficial for those who experience difficulty using rights of way. For example if improvements included additional seating to allow for rests or improved stiles and/or gates that are accessible for all.						
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick)</b>							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
X	X						
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							
Eliminate unlawful discrimination, harassment and victimisation	Advance equality of opportunity between different groups	Foster good relations between different groups					
	X						
<b>3. Further Information (if necessary):</b>							

Table 4.2 Scoping of policy NS2: Strategic Green Gap

Policy NS2: Strategic Green Gap		
Analysing and addressing impacts		
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)	
<b>1. What data/research/consultation do you have to support the analysis?</b>	Census 2011 data; relevant comments submitted at regulation 18 consultation; comments and feedback from targeted stakeholder meetings; equality analysis that informed preparation of similar approaches in the adopted local plan	
<b>Equality duty: The Equality Act (2010) requires public bodies to have 'due regard' to the need to:</b>		
<b>i. Eliminate unlawful discrimination, harassment and victimisation.</b>	<b>ii. Advance equality of opportunity between different groups.</b>	<b>iii. Foster good relations between different groups.</b>
<b>2. How will the policy affect communities in terms of aims 1 - 3 of the Act? Please indicate positive or negative and low, medium or high for each.</b>		

Policy NS2: Strategic Green Gap			
Analysing and addressing impacts			
<b>3. Briefly explain the policy effects identified.</b>			
AGE and DISABILITY: Advance equality of opportunity between different groups: Positive (Low) and Foster good relations between different groups: Positive (Low)			
The policy encourages improvements to the public rights of way (PROW) network, which may lead to increased routes and improved access to existing routes, including better surfaces and more accessible stiles.			
<b>4. What measures does or could the policy include to mitigate any adverse effects or disproportionate impacts?</b>			
Not applicable			
<b>5. What measures does or could the policy include to advance equality and foster good relations?</b>			
Improving accessibility onto and along PROWs will advance equality of opportunity for people with reduced mobility, a characteristic that increases in prevalence with age and disability, to access the countryside and get closer to nature. Greater numbers of older people and people with disabilities using PROWs will increase opportunities for interaction between these groups and others, which will help to foster good relations.			
<b>6. Which of the following actions will be followed?</b>			
<b>No major change - the Equality Analysis demonstrates that the policy is robust and that the evidence shows no potential for discrimination and that all opportunities to promote equality have been taken.</b>	<b>Adjust the policy to remove barriers or better promote equality.</b>	<b>Continue the policy despite potential for adverse impact or missed opportunities to promote equality.</b>	<b>Stop and remove the policy - if the policy shows actual or potential unlawful discrimination it must be stopped and removed or changed.</b>
<b>Answer</b>	No major change		
<b>Further information (where necessary)</b>	<p><b>Submission Update:</b> Following Pre-submission (Reg19) consultation, it is proposed to amend the policy so it requires provision of improvements to PROWs if necessary, rather than just supporting improvements if proposed. It is not considered that this would alter the nature of the benefits above. However, as inclusion of a more explicit requirement would increase the likelihood that benefits are realised, it is considered that the scale of the benefits identified should be increased from low to medium. As such NS2 is now considered to affect communities as follows:</p> <p>AGE and DISABILITY: Advance equality of opportunity between different groups: Positive (Medium) and Foster good relations between different groups: Positive (Medium).</p>		

Table 4.3 Analysis of policy NS2: Strategic Green Gap

## NS3: Master-Planning Design Principles

Policy NS3: Master-Planning Design Principles	
Establishing relevance to equality and scoping the analysis	
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	This policy sets out over-arching principles that should be followed when developing a settlement-wide masterplan. As such the policy covers a wide range of issues for the benefit of all. The place-specific requirements are drawn from existing policy in the adopted local plan and other policies in the New Settlement DPD, and will have different impacts on specific groups and varying relevance, including in some cases no relevance to equality issues. It is considered that elements taken from local plan policy should undergo no further analysis since qualities issues were considered as part of developing that plan. It is considered that elements drawn from other DPD policies should be analysed as part of those policies alongside other related provisions with similar aims, and that further analysis of these measures in relation to their inclusion in policy NS3 is unnecessary. It is therefore concluded that this policy should not undergo further analysis.
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick)</b>	Not applicable
<b>2a. Protected characteristics:</b>	

Policy NS3: Master-Planning Design Principles							
Establishing relevance to equality and scoping the analysis							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							
Eliminate unlawful discrimination, harassment and victimisation			Advance equality of opportunity between different groups		Foster good relations between different groups		
<b>3. Further Information (if necessary):</b>		<b>Submission Update:</b> Following Pre-submission (Reg19) consultation it is proposed that several amendments are made to the policy. The majority of amendments are made to either, highlight further existing requirements in other DPD policies, identify the DPD policy from where the requirement is derived, or reflect changes in other DPD policies. Two high-level requirements are also added to the policy, which reflect over-arching approaches required by existing local plan policies and the NPPF. It is not considered that these changes would alter the outcome of the scoping.					

Table 4.4 Scoping of policy NS3: Master-Planning Design Principles

## Conclusion

- 4.7** The scoping of draft policies in the development framework chapter has identified that the following policies have relevance to equality:
- NS2: Strategic Green Gap
- 4.8** Where scoping has identified that a policy has relevance to equality an analysis has taken place to understand the likely impacts on protected groups of implementing the policy. Where scoping has identified that a policy is not relevant to equality no further analysis has taken place.
- 4.9** The analysis of relevant policies has considered how the likely impacts relate to the requirements of the public sector equality duty, whether these impacts are positive or negative and whether the impact would be high, medium or low. The duty requires that the council gives due regard to the need to:
1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
  2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
  3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it
- 4.10** The analysis has informed consideration of whether the policy should be included in the DPD in its current form, amended to better reflect equality legislation and the public sector duty or removed from the DPD.
- 4.11** A summary of the likely effects of draft policies in the development framework chapter is shown below. The table identifies the policies with likely effects on equalities and how the effects of each policy relate to protected characteristics and the requirements of the public sector equality duty.

	Eliminate unlawful discrimination, harassment and victimisation.			Advance equality of opportunity between different groups.			Foster good relations between different groups.		
	Positive			Positive			Positive		
	High	Medium	Low	High	Medium	Low	High	Medium	Low
Age					NS2				
Disability					NS2				
Gender reassignment									
Race									
Religion/belief									
Pregnancy and maternity									
Sexual orientation									
Sex (gender)									

Table 4.5 Likely effects of policies within the development framework chapter

- 4.12 The analysis has identified that in general terms policies in the development framework chapter have little relevance to equality, with most policies not relevant. Policy NS2: Strategic Green Gap is relevant and has positive effects, the scale of the effects is considered to be medium.
- 4.13 The positive effects connected to equality relate to older people and people with disabilities, in particular mobility disabilities and are concerned with advancing the equality of opportunity for these groups.

## Climate Change

**4.14** This section details the results of the equality analysis of draft policies in the climate change chapter of the DPD. The policies are:

- NS4: Net Zero Carbon by 2038;
- NS5: Net Zero Carbon Movement and Active Travel;
- NS6: Smart Settlement;
- NS7: Net Zero Carbon Energy Supply and Use;
- NS8: Embodied Carbon, Circular Economy and Life-cycle Emissions;
- NS9: Supporting Inclusive and Flexible Living and Working;
- NS10: Climate Resilience;
- NS11: Flood Risk and Drainage.

**4.15** The likely relevance of each policy to equality issues has been identified through a scoping exercise.

**4.16** Where the scoping suggests a policy is relevant to equality issues the protected group (or groups) and the part (or parts) of the equality duty that are likely to be impacted by the policy have been identified.

**4.17** The potential impacts of the policy on people with protected characteristics have then been analysed and, where necessary, the analysis has influenced further development of the policy to better promote equality.

**4.18** Where the scoping suggests a policy is not relevant to equality issues further analysis has not taken place.

**4.19** The results of the scoping and, where relevant, analysis of these policies is set out below:

### NS4: Net Zero Carbon by 2038

Policy NS4: Net Zero Carbon by 2038							
Establishing relevance to equality and scoping the analysis							
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)						
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	This policy aims to ensure that delivery of the new settlement fully contributes to the council's 2038 ambition for a net zero carbon economy. The policy identifies that operational emissions from buildings, transport, infrastructure and business uses as well as embodied emissions throughout their life-cycle are targeted. Further policies set out specific carbon savings for each source of emissions, these require net zero emissions in each area other than embodied carbon, in recognition that approaches in this area are less well developed, where reductions should still be maximised. Reduced carbon emissions will help to mitigate climate change and is intended to benefit all. It is not considered that this policy is relevant to equalities.						
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick)</b> Not applicable							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							
Eliminate unlawful discrimination, harassment and victimisation		Advance equality of opportunity between different groups			Foster good relations between different groups		

Policy NS4: Net Zero Carbon by 2038	
Establishing relevance to equality and scoping the analysis	
<b>3. Further Information (if necessary):</b>	<b>Submission Update:</b> Following Pre-submission (Reg19) consultation, a minor amendment is proposed to this policy. It is not considered that this would alter the scoping above.

Table 4.6 Scoping of policy NS4: Net Zero Carbon by 2038

## NS5: Net Zero Carbon Movement and Active Travel

Policy NS5: Net Zero Carbon Movement and Active Travel							
Establishing relevance to equality and scoping the analysis							
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)						
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	<p>Along with policies in the access and movement chapter, this policy aims to ensure that the new settlement is enabled to deliver net zero carbon travel from the outset. The approach of reducing carbon emissions to mitigate climate change is investigated as part of considering policy NS4. The policy includes a number of specific requirements investigated as part of considering other policies where more detailed requirements are set out; these are: Provision of public transport- NS32 and NS33; Use of a modal hierarchy- NS30; Cycle infrastructure- NS31 and NS32; levels of car parking- NS37.</p> <p>The policy also includes requirements for electric vehicle charging points and provision of a centralised distribution hub to manage the last mile of deliveries. It is not considered that these aspects are relevant to equality. Finally, alongside policy NS30, the policy also requires the preparation of travel plans, both settlement-wide but also for different character areas, the policies explain these should be tailored to the needs of different demographic groups and the justification identifies meeting the needs of those with reduced mobility, which has a higher prevalence among older people and people with disabilities.</p>						
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick)</b>							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
X	X						
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							
Eliminate unlawful discrimination, harassment and victimisation	Advance equality of opportunity between different groups	Foster good relations between different groups					
	X						
<b>3. Further Information (if necessary):</b>							

Table 4.7 Scoping of policy NS5: Net Zero Carbon Movement and Active Travel

Policy NS5: Net Zero Carbon Movement and Active Travel	
Analysing and addressing impacts	
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)
<b>1. What data/research/consultation do you have to support the analysis?</b>	Census 2011 data; relevant comments submitted at regulation 18 consultation; comments and feedback from targeted stakeholder meetings; equality analysis that informed preparation of similar approaches in the adopted local plan.
<b>Equality duty: The Equality Act (2010) requires public bodies to have 'due regard' to the need to:</b>	

Policy NS5: Net Zero Carbon Movement and Active Travel			
Analysing and addressing impacts			
i. Eliminate unlawful discrimination, harassment and victimisation.	ii. Advance equality of opportunity between different groups.	iii. Foster good relations between different groups.	
2. How will the policy affect communities in terms of aims 1 - 3 of the Act? Please indicate positive or negative and low, medium or high for each.			
3. Briefly explain the policy effects identified.			
AGE and DISABILITY: Advance equality of opportunity between different groups: Positive (Medium)			
The policy requires travel plans, which set out how public transport and active travel will be enabled in order to create more sustainable travel behaviour, to consider the needs of different demographics to ensure that this behaviour can be supported across all groups. The policy specifically highlights meeting the needs of older people and people with disabilities..			
4. What measures does or could the policy include to mitigate any adverse effects or disproportionate impacts?			
Not applicable			
5. What measures does or could the policy include to advance equality and foster good relations?			
Ensuring that support for people with reduced mobility so they can adopt more sustainable travel behaviour will advance equality of opportunity for these groups to engage in active travel and use public transport where this may be possible. This will also advance equality for these groups to feel they are contributing to climate change mitigation.			
6. Which of the following actions will be followed?			
No major change - the Equality Analysis demonstrates that the policy is robust and that the evidence shows no potential for discrimination and that all opportunities to promote equality have been taken.	Adjust the policy to remove barriers or better promote equality.	Continue the policy despite potential for adverse impact or missed opportunities to promote equality.	Stop and remove the policy - if the policy shows actual or potential unlawful discrimination it must be stopped and removed or changed.
Answer	No major change		
Further information (where necessary)	<p><b>Submission Update:</b> Following Pre-submission (Reg19) consultation it is proposed to amend the policy. Amendments include changes to the 'last-mile' delivery requirements and moving from a 15 minute walkable place, which may not have been achievable at the edge of the settlement, to a 20 minute walkable neighbourhood that can be more robustly required. It is not considered that these changes alter the scoping above. It is also proposed to clarify the approach to residential parking provision, in particular where there is evidence that the targeted level of provision would be inadequate, in part in response to a comment that raised equality issues, however, this policy approach is assessed as part of policy NS37. Several minor amendments are also proposed that are considered to not affect previous findings. Finally, it is proposed to amend the policy in relation to travel plans, such that detailed requirements- including the aspects previously identified as relevant to equality- are now presented in policy NS30. As such it is considered that this policy is no longer relevant to equalities.</p>		

Table 4.8 Analysis of policy NS5: Net Zero Carbon Movement and Active Travel

## NS6: Smart Settlement

Policy NS6: Smart Settlement	
Establishing relevance to equality and scoping the analysis	
Stage:	Pre-submission- regulation 19 (October 2022)
1. Describe how the policy aims relate to equality and who is intended to benefit	<p>Along with policy NS27, this policy aims to ensure that very high capacity telecoms infrastructure will be available from first occupation. The policy specifies at least 1Gbps fibre broadband and minimum 5G mobile connectivity from the outset along with enabling the ability to upgrade to 100Gbps in future. The policy is intended to benefit all, however, it is considered that it may be particularly beneficial to people who may be particularly reliant on good telecoms to access basic services and maintain social contacts. This may include people with certain disabilities and people whose protected characteristics may be particularly rare at the new settlement or in the wider district and are, therefore, more reliant on support from others with the same or similar characteristics from further afield, which telecoms enables.</p>

Policy NS6: Smart Settlement							
Establishing relevance to equality and scoping the analysis							
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick)</b>							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
X	X	X	X	X		X	
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							
Eliminate unlawful discrimination, harassment and victimisation		Advance equality of opportunity between different groups			Foster good relations between different groups		
X		X					
<b>3. Further Information (if necessary):</b>							

Table 4.9 Scoping of policy NS6: Smart Settlement

Policy NS6: Smart Settlement		
Analysing and addressing impacts		
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)	
<b>1. What data/research/consultation do you have to support the analysis?</b>	Census 2011 data; relevant comments submitted at regulation 18 consultation; comments and feedback from targeted stakeholder meetings; equality analysis that informed preparation of similar approaches in the adopted local plan	
<b>Equality duty: The Equality Act (2010) requires public bodies to have 'due regard' to the need to:</b>		
<b>i. Eliminate unlawful discrimination, harassment and victimisation.</b>	<b>ii. Advance equality of opportunity between different groups.</b>	<b>iii. Foster good relations between different groups.</b>
<b>2. How will the policy affect communities in terms of aims 1 - 3 of the Act? Please indicate positive or negative and low, medium or high for each.</b>		
<b>3. Briefly explain the policy effects identified.</b>		
AGE: Eliminate unlawful discrimination, harassment and victimisation: Positive (High) and Advance equality of opportunity between different groups: Positive (High)  The requirement for high capacity telecoms will benefit people who rely on electronic communications to access basic services and will help to eliminate the potential for unlawful discrimination that may otherwise occur if these people were unable to access basic services. The requirement advances the equality of opportunity for these people to access these services  DISABILITY: Eliminate unlawful discrimination, harassment and victimisation: Positive (High) and Advance equality of opportunity between different groups: Positive (High)  The policy effects identified in relation to the characteristic of age would also be relevant to disability. In addition, the policy will also benefit people with disabilities who may rely on electronic communications for contact with others with the same or similar protected characteristics.  GENDER REASSIGNMENT; RACE; RELIGION; SEXUAL ORIENTATION: Advance equality of opportunity between different groups: Positive (High)  The policy will benefit people with the protected characteristics above who may rely on electronic communications for contact with others with the same or similar protected characteristics.		
<b>4. What measures does or could the policy include to mitigate any adverse effects or disproportionate impacts?</b>		
Not applicable		
<b>5. What measures does or could the policy include to advance equality and foster good relations?</b>		

Policy NS6: Smart Settlement			
Analysing and addressing impacts			
<p>AGE: The policy advances the equality of opportunity for older people who rely on electronic communications to access basic services</p> <p>DISABILITY: The policy advances the equality of opportunity for people with disabilities who rely on electronic communications to access basic services. It also advances the equality of opportunity for people with disabilities who rely on electronic communications for contact with others with the same or similar protected characteristics.</p> <p>GENDER REASSIGNMENT; RACE; RELIGION; SEXUAL ORIENTATION: The policy advances the equality of opportunity for people with these protected characteristics who may rely on electronic communications for contact with others with the same or similar protected characteristics.</p>			
<p><b>6. Which of the following actions will be followed?</b></p>			
<p><b>No major change - the Equality Analysis demonstrates that the policy is robust and that the evidence shows no potential for discrimination and that all opportunities to promote equality have been taken.</b></p>	<p><b>Adjust the policy to remove barriers or better promote equality.</b></p>	<p><b>Continue the policy despite potential for adverse impact or missed opportunities to promote equality.</b></p>	<p><b>Stop and remove the policy - if the policy shows actual or potential unlawful discrimination it must be stopped and removed or changed.</b></p>
<p><b>Answer</b></p>	<p>No major change</p>		
<p><b>Further information (where necessary)</b></p>	<p><b>Submission update:</b> Following Pre-submission (Reg19) consultation a number of amendments are proposed this policy. Several of these are aimed at improving the effectiveness of the policy and it is not considered that these changes would alter the nature or scale of the benefits identified in the analysis above. In addition, however, it is proposed to amend the policy to require broadband infrastructure to support multiple internet service providers in order to ensure competition, which increases the likelihood that connectivity remains affordable. It is considered that this change would be particularly beneficial to those who may struggle to afford connectivity, which may be more prevalent for older people, young people with families and people with disabilities. Although this would extend the relevance to equalities, the relevant groups and aims of the act are already identified so it is not considered that this change would alter scooping. However as benefits are extended to some groups an updated analysis is presented below.</p>		

Table 4.10 Analysis of policy NS6: Smart Settlement (as presented at Reg 19 Pre-submission)

Policy NS6: Smart Settlement		
Analysing and addressing impacts		
<p><b>Stage:</b></p>	<p>Submission (December 2023). This analysis relates to the policy as proposed following modification in-light of comments received at Pre-submission (Reg 19) consultation.</p>	
<p><b>1. What data/research/consultation do you have to support the analysis?</b></p>	<p>Census 2011 data; relevant comments submitted at regulation 18 and regulation 19 consultations; comments and feedback from targeted stakeholder meetings; equality analysis that informed preparation of similar approaches in the adopted local plan</p>	
<p><b>Equality duty: The Equality Act (2010) requires public bodies to have 'due regard' to the need to:</b></p>		
<p><b>i. Eliminate unlawful discrimination, harassment and victimisation.</b></p>	<p><b>ii. Advance equality of opportunity between different groups.</b></p>	<p><b>iii. Foster good relations between different groups.</b></p>
<p><b>2. How will the policy affect communities in terms of aims 1 - 3 of the Act? Please indicate positive or negative and low, medium or high for each.</b></p> <p><b>3. Briefly explain the policy effects identified.</b></p>		
<p>AGE: Eliminate unlawful discrimination, harassment and victimisation: Positive (High) and Advance equality of opportunity between different groups: Positive (High)</p> <p>The requirement for high capacity telecoms will benefit people who rely on electronic communications to access basic services and will help to eliminate the potential for unlawful discrimination that may otherwise occur if these people were unable to access basic services. The requirement advances the equality of opportunity for these people to access these services. The likelihood of achieving these benefits is increased by the the requirement for infrastructure to support multiple providers as this ensures competition that may help to keep prices down.</p> <p>DISABILITY: Eliminate unlawful discrimination, harassment and victimisation: Positive (High) and Advance equality of opportunity between different groups: Positive (High)</p>		

Policy NS6: Smart Settlement			
Analysing and addressing impacts			
<p>The policy effects identified in relation to the characteristic of age would also be relevant to disability. In addition, the policy will also benefit people with disabilities who may rely on electronic communications for contact with others with the same or similar protected characteristics. The likelihood of achieving these benefits is increased by the the requirement for infrastructure to support multiple providers as this ensures competition that may help to keep prices down.</p> <p>GENDER REASSIGNMENT; RACE; RELIGION; SEXUAL ORIENTATION: Advance equality of opportunity between different groups: Positive (High)</p> <p>The policy will benefit people with the protected characteristics above who may rely on electronic communications for contact with others with the same or similar protected characteristics.</p>			
<b>4. What measures does or could the policy include to mitigate any adverse effects or disproportionate impacts?</b>			
Not applicable			
<b>5. What measures does or could the policy include to advance equality and foster good relations?</b>			
<p>AGE: The policy advances the equality of opportunity for older people who rely on electronic communications to access basic services</p> <p>DISABILITY: The policy advances the equality of opportunity for people with disabilities who rely on electronic communications to access basic services. It also advances the equality of opportunity for people with disabilities who rely on electronic communications for contact with others with the same or similar protected characteristics.</p> <p>GENDER REASSIGNMENT; RACE; RELIGION; SEXUAL ORIENTATION: The policy advances the equality of opportunity for people with these protected characteristics who may rely on electronic communications for contact with others with the same or similar protected characteristics.</p>			
<b>6. Which of the following actions will be followed?</b>			
<p>No major change - the Equality Analysis demonstrates that the policy is robust and that the evidence shows no potential for discrimination and that all opportunities to promote equality have been taken.</p>	<p>Adjust the policy to remove barriers or better promote equality.</p>	<p>Continue the policy despite potential for adverse impact or missed opportunities to promote equality.</p>	<p>Stop and remove the policy - if the policy shows actual or potential unlawful discrimination it must be stopped and removed or changed.</p>
Answer	No major change		
Further information (where necessary)			

Table 4.11 Analysis of policy NS6: Smart Settlement (incorporating proposed modifications following Reg 19 Pre-submission)

## NS7: Net Zero Carbon Energy Supply and Use

Policy NS7: Net Zero Carbon Energy Supply and Use	
Establishing relevance to equality and scoping the analysis	
Stage:	Pre-submission- regulation 19 (October 2022)
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	This policy aims to ensure that the new settlement is powered by net zero carbon energy. This includes the energy required for heating, power and transport. It explains that this should be achieved through application of the energy hierarchy and sets specific requirements relating to particular tiers of the hierarchy. The policy is intended to benefit all, however, it is considered that requirements relating to reducing the energy used in homes through reducing overall demand and using energy more efficiently would be particularly beneficial to people who are at risk of fuel poverty by reducing the cost of heating their home. Greater levels of fuel poverty is associated with older people, people with young families and people with disabilities.
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick)</b>	
2a. Protected characteristics:	

Policy NS7: Net Zero Carbon Energy Supply and Use							
Establishing relevance to equality and scoping the analysis							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
X	X						
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							
Eliminate unlawful discrimination, harassment and victimisation			Advance equality of opportunity between different groups		Foster good relations between different groups		
			X				
<b>3. Further Information (if necessary):</b>							

Table 4.12 Scoping of policy NS7: Net Zero Carbon Energy Supply and Use

Policy NS7: Net Zero Carbon Energy Supply and Use			
Analysing and addressing impacts			
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)		
<b>1. What data/research/consultation do you have to support the analysis?</b>	Census 2011 data; relevant comments submitted at regulation 18 consultation; comments and feedback from targeted stakeholder meetings; equality analysis that informed preparation of similar approaches in the adopted local plan		
Equality duty: The Equality Act (2010) requires public bodies to have 'due regard' to the need to:			
<b>i. Eliminate unlawful discrimination, harassment and victimisation.</b>	<b>ii. Advance equality of opportunity between different groups.</b>	<b>iii. Foster good relations between different groups.</b>	
<b>2. How will the policy affect communities in terms of aims 1 - 3 of the Act? Please indicate positive or negative and low, medium or high for each.</b>			
<b>3. Briefly explain the policy effects identified.</b>			
AGE and DISABILITY: Advance equality of opportunity between different groups: Positive (Low)			
The policy requires development to include measures to reduce the heating demand of homes as well as measures to ensure that homes are energy efficient. It also requires a monitoring regime to assess actual performance, including in terms of energy use, in order to reduce the performance gap so that homes are more likely to perform as designed			
<b>4. What measures does or could the policy include to mitigate any adverse effects or disproportionate impacts?</b>			
Not applicable			
<b>5. What measures does or could the policy include to advance equality and foster good relations?</b>			
Securing homes that require less energy for heating needs will advance the equality of opportunity for the groups identified to live in warm and comfortable homes by reducing the potential for fuel poverty through lower heating bills for residents.			
<b>6. Which of the following actions will be followed?</b>			
<b>No major change - the Equality Analysis demonstrates that the policy is robust and that the evidence shows no potential for discrimination and that all opportunities to promote equality have been taken.</b>	<b>Adjust the policy to remove barriers or better promote equality.</b>	<b>Continue the policy despite potential for adverse impact or missed opportunities to promote equality.</b>	<b>Stop and remove the policy - if the policy shows actual or potential unlawful discrimination it must be stopped and removed or changed.</b>
<b>Answer</b>	No major change		

Policy NS7: Net Zero Carbon Energy Supply and Use	
Analysing and addressing impacts	
<b>Further information (where necessary)</b>	<b>Submission update:</b> Following Pre-submission (Reg19) consultation, it is proposed to make several minor amendments, which it is considered do not alter the scoping or analysis. It is also proposed to include reference to building sustainability standards required through local plan poplcity CC4 (BREEAM- Excellent for non-domestic development) to clarify that this aspect of adopted poplcity continues to apply. It is not considered that this would alter the scoping or analysis above.

Table 4.13 Analysis of policy NS7: Net Zero Carbon Energy Supply and Use

## NS8: Embodied Carbon, Circular Economy and Life-cycle Emissions

Policy NS8: Embodied Carbon, Circular Economy and Life-cycle Emissions							
Establishing relevance to equality and scoping the analysis							
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)						
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	This policy aims to ensure that development of the new settlement reduces embodied carbon throughout the life-cycles of individual elements of the development in order to ensure that these emissions are reduced as far as possible as part of measures to mitigate climate change. The policy is intended to benefit all. It is not considered that this policy is relevant to equalities.						
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick) Not applicable</b>							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							
Eliminate unlawful discrimination, harassment and victimisation	Advance equality of opportunity between different groups	Foster good relations between different groups					
<b>3. Further Information (if necessary):</b>	<b>Submission update:</b> Following Pre-submission (Reg19) consultation, a small number of minor amendments are proposed. It is not considered that these alter the scoping above. In addition it is proposed to amend the policy so that use of bio-based construction materials is maximised. It is not considered that this change would give the policy relevance to equalities.						

Table 4.14 Scoping of policy NS8: Embodied Carbon, Circular Economy and Life-cycle Emissions

## NS9: Supporting Inclusive Flexible Living and Working

Policy NS9: Supporting Inclusive Flexible Living and Working	
Establishing relevance to equality and scoping the analysis	
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	Along with policies NS26 and NS27, this policy aims to ensure that development of the new settlement enables a large proportion of residents whose jobs allow home or hybrid working to work in these ways. The policy requires preparation of flexible living and working strategies and sets out a range of issues the strategies should cover. A number of these requirements are investigated as part of considering the impacts of other policies that include further detail, as follows: requirement for a mix of house types and tenures- NS22; requirement for provision of a range of supporting services and facilities, including retail- NS26.

Policy NS9: Supporting Inclusive Flexible Living and Working							
Establishing relevance to equality and scoping the analysis							
		The policy requires that all homes have sufficient internal space to meet the relevant Nationally Described Space Standard. This is intended to benefit all but would be particularly beneficial to the people with disabilities who have a need to store additional equipment in their homes. The policy also requires provision of flexible co-working spaces in order to allow people to work in the settlement, away from their traditional workplace, if they don't have sufficient space to do this at home. This is intended to benefit all but would be particularly beneficial to the young people and people with certain disabilities.					
2. Which protected groups and which parts of the equality duty are relevant? (tick)							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
X	X						
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							
Eliminate unlawful discrimination, harassment and victimisation		Advance equality of opportunity between different groups			Foster good relations between different groups		
		X					
3. Further Information (if necessary):							

Table 4.15 Scoping of policy NS9: Supporting Inclusive Flexible Living and Working

Policy NS9: Supporting Inclusive Flexible Living and Working		
Analysing and addressing impacts		
Stage:	Pre-submission- regulation 19 (October 2022)	
1. What data/research/consultation do you have to support the analysis?	Census 2011 data; relevant comments submitted at regulation 18 consultation; comments and feedback from targeted stakeholder meetings; equality analysis that informed preparation of similar approaches in the adopted local plan	
Equality duty: The Equality Act (2010) requires public bodies to have 'due regard' to the need to:		
i. Eliminate unlawful discrimination, harassment and victimisation.	ii. Advance equality of opportunity between different groups.	iii. Foster good relations between different groups.
2. How will the policy affect communities in terms of aims 1 - 3 of the Act? Please indicate positive or negative and low, medium or high for each.		
3. Briefly explain the policy effects identified.		
AGE: Advance equality of opportunity between different groups: Positive (Medium)		
The policy requires provision of flexible co-working spaces in order to allow people to work in the settlement, away from their traditional workplace, if they don't have sufficient space to do this at home. It is considered this may be particularly beneficial to young people whose living accommodation is less likely to meet their needs for space		
DISABILITY: Advance equality of opportunity between different groups: Positive (Medium)		
The effects identified for young people above are also noted for people with disabilities. In addition the requirement for homes to meet the nationally described space standards (NDSS) will enable people with disabilities to more easily store equipment needed at home to manage their condition.		
4. What measures does or could the policy include to mitigate any adverse effects or disproportionate impacts?		

Policy NS9: Supporting Inclusive Flexible Living and Working			
Analysing and addressing impacts			
Not applicable			
<b>5. What measures does or could the policy include to advance equality and foster good relations?</b>			
<p>AGE: Provision of flexible co-working spaces will advance equality of opportunity for young people to work within the settlement away from their employer's traditional workplace.</p> <p>DISABILITY: Provision of flexible co-working spaces will advance equality of opportunity for people with disabilities to work within the settlement away from their employer's traditional workplace. Adoption of the NDSS will advance equality of opportunity for people with disabilities to be able to store at home equipment and other matters necessary in their day-to-day lives.</p>			
<b>6. Which of the following actions will be followed?</b>			
<p><b>No major change - the Equality Analysis demonstrates that the policy is robust and that the evidence shows no potential for discrimination and that all opportunities to promote equality have been taken.</b></p>	<p><b>Adjust the policy to remove barriers or better promote equality.</b></p>	<p><b>Continue the policy despite potential for adverse impact or missed opportunities to promote equality.</b></p>	<p><b>Stop and remove the policy - if the policy shows actual or potential unlawful discrimination it must be stopped and removed or changed.</b></p>
<b>Answer</b>	No major change		
<b>Further information (where necessary)</b>	<b>Submission Update:</b> Following Pre-submission (Reg19) consultation, a small number of minor amendments are proposed to this policy. It is not considered that these would alter the findings of the analysis above.		

Table 4.16 Analysis of policy NS9: Supporting Inclusive Flexible Living and Working

## NS10: Climate Resilience

Policy NS10: Climate Resilience							
Establishing relevance to equality and scoping the analysis							
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)						
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	This policy aims to ensure that the new settlement is resilient to the expected impacts of climate change, in particular impacts associated with flooding, over-heating buildings, extreme heat in public spaces, as well as minimising water use. The policy goes on to set out specific requirements intended to secure the necessary resilience. It is not considered that this policy is relevant to equality.						
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick) Not applicable</b>							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							
Eliminate unlawful discrimination, harassment and victimisation		Advance equality of opportunity between different groups			Foster good relations between different groups		
<b>3. Further Information (if necessary):</b>	<b>Submission Update:</b> Following Pre-submission (Reg19) consultation, it is proposed to amend the policy in order to clarify requirements for tree-lined streets and measures necessary to demonstrate that the use of water is being minimised. A small number of minor amendments are also proposed. It is not considered that these changes would alter the scoping above.						

Table 4.17 Scoping of policy NS10: Climate Resilience

## NS11: Flood Risk and Drainage

Policy NS11: Flood Risk and Drainage							
Establishing relevance to equality and scoping the analysis							
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)						
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	This policy aims to ensure that people and property at Maltkiln are safe from flooding both now and in the future and that this is achieved through an approach of avoiding development on land at risk rather than through the use of other means such as defences or increased ground/floor levels. It also aims to ensure that the development of Maltkiln does not increase flood risk or reduce resilience to flooding. The approach is intended to benefit all, however, it is recognised that impacts may be particularly beneficial to people with reduced mobility who may struggle more if their property floods. Reduced mobility is most commonly associated with the protected characteristics of age (older people) and disability (mobility disabilities).						
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick)</b>							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
X	X						
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							
Eliminate unlawful discrimination, harassment and victimisation	Advance equality of opportunity between different groups	Foster good relations between different groups					
	X						
<b>3. Further Information (if necessary):</b>							

Table 4.18 Scoping of policy NS11: Flood Risk and Drainage

Policy NS11: Flood Risk and Drainage		
Analysing and addressing impacts		
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)	
<b>1. What data/research/consultation do you have to support the analysis?</b>	Census 2011 data; relevant comments submitted at regulation 18 consultation; comments and feedback from targeted stakeholder meetings; equality analysis that informed preparation of similar approaches in the adopted local plan	
<b>Equality duty: The Equality Act (2010) requires public bodies to have 'due regard' to the need to:</b>		
<b>i. Eliminate unlawful discrimination, harassment and victimisation.</b>	<b>ii. Advance equality of opportunity between different groups.</b>	<b>iii. Foster good relations between different groups.</b>
<b>2. How will the policy affect communities in terms of aims 1 - 3 of the Act? Please indicate positive or negative and low, medium or high for each.</b>		
<b>3. Briefly explain the policy effects identified.</b>		
AGE and DISABILITY: Advance equality of opportunity between different groups: Positive (Low)  The policy requires that land at risk of flooding now or in the future is not developed and instead is incorporated into the green blue infrastructure network		
<b>4. What measures does or could the policy include to mitigate any adverse effects or disproportionate impacts?</b>		

Policy NS11: Flood Risk and Drainage			
Analysing and addressing impacts			
Not applicable			
<b>5. What measures does or could the policy include to advance equality and foster good relations?</b>			
AGE and DISABILITY: Not developing land at risk of flooding will ensure advance the equality of opportunity for older people and people with disabilities to not be affected by the consequences of flooding, either as as expected occurrence or because the capacity of mitigation measures has been exceeded			
<b>6. Which of the following actions will be followed?</b>			
<b>No major change - the Equality Analysis demonstrates that the policy is robust and that the evidence shows no potential for discrimination and that all opportunities to promote equality have been taken.</b>	<b>Adjust the policy to remove barriers or better promote equality.</b>	<b>Continue the policy despite potential for adverse impact or missed opportunities to promote equality.</b>	<b>Stop and remove the policy - if the policy shows actual or potential unlawful discrimination it must be stopped and removed or changed.</b>
<b>Answer</b>	No major change		
<b>Further information (where necessary)</b>	<b>Submission Update:</b> Following Pre-submission (Reg19) consultation, several amendments are proposed to the policy in order to clarify detailed requirements in order to improve effectiveness, although the overarching approach, policy aims and potential benefits are unchanged. It is not considered that these changes would alter the nature or scale of the equality benefits identified in the analysis above.		

Table 4.19 Analysis of policy NS11: Flood Risk and Drainage

## Conclusion

**4.20** The scoping of draft policies in the climate change chapter has identified that the following policies have relevance to equality:

- NS6: Smart Settlement;
- NS7: Net Zero Carbon Energy Supply and Use;
- NS9: Supporting Inclusive and Flexible Living and Working;
- NS11: Flood Risk and Drainage

**4.21** Where scoping has identified that a policy has relevance to equality an analysis has taken place to understand the likely impacts on protected groups of implementing the policy. Where scoping has identified that a policy is not relevant to equality no further analysis has taken place.

**4.22** The analysis of relevant policies has considered how the likely impacts relate to the requirements of the public sector equality duty, whether these impacts are positive or negative and whether the impact would be high, medium or low. The duty requires that the council gives due regard to the need to:

1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

**4.23** The analysis has informed consideration of whether the policy should be included in the DPD in its current form, amended to better reflect equality legislation and the public sector duty or removed from the DPD.

**4.24** A summary of the likely effects of draft policies in the climate change chapter is shown below. The table identifies the policies with likely effects on equalities and how the effects of each policy relate to protected characteristics and the requirements of the public sector equality duty.

	Eliminate unlawful discrimination, harassment and victimisation.			Advance equality of opportunity between different groups.			Foster good relations between different groups.		
	Positive			Positive			Positive		
	High	Medium	Low	High	Medium	Low	High	Medium	Low
Age	NS6			NS6	NS9	NS7; NS11			
Disability	NS6			NS6	NS9	NS7; NS11			
Gender reassignment				NS6					
Race				NS6					
Religion/belief				NS6					
Pregnancy and maternity									
Sexual orientation									
Sex (gender)									

Table 4.20 Likely effects of policies in the climate change chapter

**4.25** The analysis has identified that many policies in the climate change chapter are relevant to equality and have positive effects.

**4.26** It highlights that all policies relevant to equality are expected to deliver benefits relating to age and disability. The effects that relate to age of some policies are centred on older people, while other policies effects centre on younger people and the effects of NS7: Net Zero Carbon Energy Supply and Use centre on both the young and the old. The effects relating to disability predominantly centre on disability generally rather than a particular type of disability.

**4.27** The analysis identifies that policy NS6: Smart Settlement has positive effects associated with a wide range of protected characteristics. Importantly these include eliminating unlawful discrimination for people who are dependent on electronic communication to access basic services, considered to most commonly be older people and people with disabilities.

**4.28** All the policies identified as relevant to equalities, including policy NS6, are expected to have positive effects concerned with advancing equality of opportunity. It is considered that the scale of these benefits will vary, with effects of policy NS6 considered to be high.

## Green and Blue Infrastructure

**4.29** This section details the results of the equality analysis of draft policies in the green and blue infrastructure chapter of the DPD. The policies are:

- NS12: Green and Blue Infrastructure
- NS13: Biodiversity Net Gain
- NS14: Open Space and Sport Provision
- NS15: Protecting Aubert Ings SSSI

**4.30** The likely relevance of each policy to equality issues has been identified through a scoping exercise.

**4.31** Where the scoping suggests a policy is relevant to equality issues the protected group (or groups) and the part (or parts) of the equality duty that are likely to be impacted by the policy have been identified.

**4.32** The potential impacts of the policy on people with protected characteristics have then been analysed and, where necessary, the analysis has influenced further development of the policy to better promote equality.

**4.33** Where the scoping suggests a policy is not relevant to equality issues further analysis has not taken place.

**4.34** The results of the scoping and, where relevant, analysis of these policies is set out below:

### NS12: Green and Blue Infrastructure

Policy NS12: Green and Blue Infrastructure							
Establishing relevance to equality and scoping the analysis							
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)						
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	This policy aims to ensure that Maltkiln includes a sufficient network of multifunctional green blue infrastructure to meet the needs of those who live work or operate in the settlement. Green blue infrastructure provides benefits for social well-being, the environment and economic prosperity. The policy is intended to benefit all. It is not considered that this policy is relevant to equality.						
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick)</b> Not applicable							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							
Eliminate unlawful discrimination, harassment and victimisation			Advance equality of opportunity between different groups		Foster good relations between different groups		
<b>3. Further Information (if necessary):</b>	<b>Submission Update:</b> Following Pre-submission (Reg19) consultation it is proposed to make several amendments to the policy. These amendments are minor, adding clarity or context to existing requirements. It is not considered that these changes would alter the outcome of the scoping.						

Table 4.21 Scoping of policy NS12: Green and Blue Infrastructure

## NS13: Biodiversity Net Gain

Policy NS13: Biodiversity Net Gain							
Establishing relevance to equality and scoping the analysis							
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)						
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	This policy aims to ensure that development of the new settlement will lead to a minimum 10% net gain in biodiversity. An increase in biodiversity across the site will be beneficial to all and it is not considered that this policy has relevance to equality.						
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick) Not applicable</b>							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							
Eliminate unlawful discrimination, harassment and victimisation	Advance equality of opportunity between different groups	Foster good relations between different groups					
<b>3. Further Information (if necessary):</b>	<b>Submission Update:</b> Following Pre-submission (Reg19) consultation, no amendments are proposed to this policy.						

Table 4.22 Scoping of policy NS13: Biodiversity Net Gain

## NS14: Open Space and Sport Provision

Policy NS14: Open Space and Sport Provision							
Establishing relevance to equality and scoping the analysis							
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)						
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	This policy aims to ensure that development of Maltkiln includes provision of sufficient open space and outdoor sports facilities. The policy sets out detailed requirements for open space provided at the settlement and includes protection for existing open space within the site. Finally the policy sets out detailed requirements for any ancillary development on open space intended to ensure that development does not undermine the open space function. The policy is intended to benefit all. It is not considered that the policy is relevant to equality.						
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick) Not applicable</b>							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							
Eliminate unlawful discrimination, harassment and victimisation	Advance equality of opportunity between different groups	Foster good relations between different groups					

Policy NS14: Open Space and Sport Provision	
Establishing relevance to equality and scoping the analysis	
<b>3. Further Information (if necessary):</b>	<b>Submission Update:</b> Following Pre-submission (Reg19) consultation it is proposed to make an amendment to the policy. The amendment is minor, adding clarity to climate resilience measures. It is not considered that this would alter the outcome of the scoping.

Table 4.23 Scoping of policy NS14: Open Space and Sport Provision

## NS15: Protecting Aubert Ings SSSI

Policy NS15: Protecting Aubert Ings SSSI							
Establishing relevance to equality and scoping the analysis							
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)						
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	This policy aims to ensure that development of Maltkiln does not lead to damaging levels of increased recreational impact on Aubert Ings Site of Special Scientific Interest (SSSI). The policy sets out a requirement for walking routes that provide at least as good an experience for users such that they are not drawn to use the SSSI instead. This includes the need for two specific destination points that include features and attributes that provide experiences that attract people to use them. The policy is intended to benefit all. It is not considered that the policy is relevant to equality.						
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick) Not applicable</b>							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							
Eliminate unlawful discrimination, harassment and victimisation	Advance equality of opportunity between different groups	Foster good relations between different groups					
<b>3. Further Information (if necessary):</b>	<b>Submission Update:</b> Following Pre-submission (Reg19) consultation, no amendments are proposed to this policy.						

Table 4.24 Scoping of policy NS15: Protecting Aubert Ings SSSI

## Conclusion

- 4.35** The scoping of draft policies in the green and blue infrastructure chapter has identified that none of the policies have relevance to equality.
- 4.36** Where scoping identifies that a policy has relevance to equality an analysis takes place to understand the likely impacts on protected groups of implementing the policy. Where scoping identifies that a policy is not relevant to equality no further analysis takes place.

## Heritage Assets

**4.37** This section details the results of the equality analysis of draft policies in the heritage assets chapter of the DPD. The policies are:

- NS16: Designated Heritage Assets- Kirk Hammerton Conservation Area, Old Thornville and Providence House;
- NS17: Designated Heritage Asset- Cattal Bridge;
- NS18: Designated Heritage Asset- Church of St John the Baptist, Hunsingore;
- NS19: Designated Heritage Asset- Milestone near Providence House;
- NS20: Archaeology;
- NS21: Non-Designated Heritage Assets.

**4.38** The likely relevance of each policy to equality issues has been identified through a scoping exercise.

**4.39** Where the scoping suggests a policy is relevant to equality issues the protected group (or groups) and the part (or parts) of the equality duty that are likely to be impacted by the policy have been identified.

**4.40** The potential impacts of the policy on people with protected characteristics have then been analysed and, where necessary, the analysis has influenced further development of the policy to better promote equality.

**4.41** Where the scoping suggests a policy is not relevant to equality issues further analysis has not taken place.

**4.42** The results of the scoping and, where relevant, analysis of these policies is set out below:

### NS16: Designated Heritage Assets- Kirk Hammerton Conservation Area, Old Thornville and Providence House

Policy NS16: Designated Heritage Assets- Kirk Hammerton Conservation Area, Old Thornville and Providence House							
Establishing relevance to equality and scoping the analysis							
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)						
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	This policy aims to protect and enhance the significance of the following designated heritage assets: Kirk Hammerton Conservation Area, Old Thornville (grade 2* listed) and Providence House (grade 2 listed) by ensuring that proposals at Maltkiln minimise harm to their settings. The policy is intended to benefit all people in current and future generations. It is not considered that this policy has relevance to equality issues.						
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick):</b> Not applicable							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							
Eliminate unlawful discrimination, harassment and victimisation		Advance equality of opportunity between different groups			Foster good relations between different groups		

Policy NS16: Designated Heritage Assets- Kirk Hammerton Conservation Area, Old Thornville and Providence House	
Establishing relevance to equality and scoping the analysis	
<b>3. Further Information (if necessary):</b>	<b>Submission Update:</b> Following Pre-submission (Reg19) consultation it is proposed to make several minor amendments to the policy. These amendments add clarity to existing requirements. It is not considered that these changes would alter the outcome of the scoping.

Table 4.25 Scoping of policy NS16: Designated Heritage Assets- Kirk Hammerton Conservation Area, Old Thornville and Providence House

## NS17: Designated Heritage Asset- Cattal Bridge

Policy NS17: Designated Heritage Asset- Cattal Bridge							
Establishing relevance to equality and scoping the analysis							
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)						
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	This policy aims to protect and enhance the significance of Cattal Bridge (scheduled monument) by ensuring that proposals at Maltkiln minimise harm to the asset and its setting. The policy is intended to benefit all people in current and future generations. It is not considered that this policy has relevance to equality issues.						
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick)</b> Not applicable							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							
Eliminate unlawful discrimination, harassment and victimisation	Advance equality of opportunity between different groups	Foster good relations between different groups					
<b>3. Further Information (if necessary):</b>	<b>Submission Update:</b> Following Pre-submission (Reg19) consultation it is proposed to amend this policy to clarify existing requirements and add a requirement to monitor and report on the condition of the bridge. It is not considered that these changes would alter the outcome of the scoping.						

Table 4.26 Scoping of policy NS17: Designated Heritage Asset- Cattal Bridge

## NS18: Designated Heritage Asset- Church of St John the Baptist, Hunsingore

Policy NS18: Designated Heritage Asset- Church of St. John the Baptist, Hunsingore							
Establishing relevance to equality and scoping the analysis							
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)						
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	This policy aims to protect and enhance the significance of the grade 2 listed Church of St. John the Baptist by ensuring that proposals at Maltkiln minimise harm to its setting. The policy is intended to benefit all people in current and future generations. It is not considered that this policy has relevance to equality issues.						
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick)</b> Not applicable							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)

Policy NS18: Designated Heritage Asset- Church of St. John the Baptist, Hunsingore		
Establishing relevance to equality and scoping the analysis		
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:		
Eliminate unlawful discrimination, harassment and victimisation	Advance equality of opportunity between different groups	Foster good relations between different groups
<b>3. Further Information (if necessary):</b>	<b>Submission Update:</b> Following Pre-submission (Reg19) consultation, no amendments are proposed to this policy.	

Table 4.27 Scoping of policy NS18: Designated Heritage Asset- Church of St. John the Baptist, Hunsingore

## NS19: Designated Heritage Asset- Milestone near Providence House

Policy NS19: Designated Heritage Asset- Milestone near Providence House							
Establishing relevance to equality and scoping the analysis							
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)						
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	This policy aims to protect and enhance the significance of the grade 2 listed Milestone near Providence House by ensuring that proposals at Maltkiln minimise harm to its setting. The policy is intended to benefit all people in current and future generations. It is not considered that this policy has relevance to equality issues.						
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick)</b> Not applicable							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							
Eliminate unlawful discrimination, harassment and victimisation	Advance equality of opportunity between different groups			Foster good relations between different groups			
<b>3. Further Information (if necessary):</b>	<b>Submission Update:</b> Following Pre-submission (Reg19) consultation, no amendments are proposed to this policy.						

Table 4.28 Scoping of policy NS19: Designated Heritage Asset- Milestone near Providence House

## NS20: Archaeology

Policy NS20: Archaeology	
Establishing relevance to equality and scoping the analysis	
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	This policy aims to protect the significance of archaeological remains for the benefit all people in current and future generations. It is not considered that this policy has relevance to equality issues.
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick)</b> Not applicable	
2a. Protected characteristics:	

Policy NS20: Archaeology							
Establishing relevance to equality and scoping the analysis							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							
Eliminate unlawful discrimination, harassment and victimisation			Advance equality of opportunity between different groups		Foster good relations between different groups		
<b>3. Further Information (if necessary):</b>		<b>Submission Update:</b> Following Pre-submission (Reg19) consultation, no amendments are proposed to this policy.					

Table 4.29 Scoping of policy NS20: Archaeology

## NS21: Non-Designated Heritage Assets

Policy NS21: Non-Designated Heritage Assets							
Establishing relevance to equality and scoping the analysis							
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)						
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	This policy aims to protect and enhance the significance of several specific non-designated heritage assets within the boundary of Maltkiln. The policy is intended to benefit all people in current and future generations. It is not considered that this policy has relevance to equality issues.						
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick)</b> Not applicable							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							
Eliminate unlawful discrimination, harassment and victimisation			Advance equality of opportunity between different groups		Foster good relations between different groups		
<b>3. Further Information (if necessary):</b>		<b>Submission Update:</b> Following Pre-submission (Reg19) consultation it is proposed to make an amendment to the policy to correct a misspelling. It is not considered that this would alter the outcome of the scoping.					

Table 4.30 Scoping of policy NS21: Non-Designated Heritage Assets

## Conclusion

- 4.43** The scoping of draft policies in the heritage assets chapter has identified that none of the policies have relevance to equality.
- 4.44** Where scoping identifies that a policy has relevance to equality an analysis takes place to understand the likely impacts on protected groups of implementing the policy. Where scoping identifies that a policy is not relevant to equality no further analysis takes place.

## Housing

**4.45** This section details the results of the equality analysis of draft policies in the housing chapter of the DPD. The policies are:

- NS22: Housing Mix and Density
- NS23: Affordable Housing
- NS24: Specialist Housing
- NS25: Self and Custom Build Housing

**4.46** The likely relevance of each policy to equality issues has been identified through a scoping exercise.

**4.47** Where the scoping suggests a policy is relevant to equality issues the protected group (or groups) and the part (or parts) of the equality duty that are likely to be impacted by the policy have been identified.

**4.48** The potential impacts of the policy on people with protected characteristics have then been analysed and, where necessary, the analysis has influenced further development of the policy to better promote equality.

**4.49** Where the scoping suggests a policy is not relevant to equality issues further analysis has not taken place.

**4.50** The results of the scoping and, where relevant, analysis of these policies is set out below.

### NS22: Housing Mix and Density

Policy NS22: Housing Mix and Density							
Establishing relevance to equality and scoping the analysis							
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)						
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	Along with policy NS9, this policy aims to ensure that the new settlement provides a mix of house sizes and tenures that create mixed multigenerational communities and meet the needs of the district. The detailed requirements for mix and tenure are carried forward from the approach in the local plan. The policy also requires a proportion of dwellings, in-line with local plan requirements, to be accessible and adaptable dwellings. These elements will benefit all but are relevant to equality and will have the same impacts identified for local plan policy. Finally the policy carries forward density requirements from the local plan, this element is considered not relevant to equality.						
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick)</b>							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
X	X						
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							
Eliminate unlawful discrimination, harassment and victimisation		Advance equality of opportunity between different groups			Foster good relations between different groups		
		X			X		
<b>3. Further Information (if necessary):</b>							

Table 4.31 Scoping of policy NS22: Housing Mix and Density

Policy NS22: Housing Mix and Density			
Analysing and addressing impacts			
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)		
<b>1. What data/research/consultation do you have to support the analysis?</b>	Census 2011 data; relevant comments submitted at regulation 18 consultation; comments and feedback from targeted stakeholder meetings; equality analysis that informed preparation of similar approaches in the adopted local plan		
<b>Equality duty: The Equality Act (2010) requires public bodies to have 'due regard' to the need to:</b>			
<b>i. Eliminate unlawful discrimination, harassment and victimisation.</b>	<b>ii. Advance equality of opportunity between different groups.</b>	<b>iii. Foster good relations between different groups.</b>	
<b>2. How will the policy affect communities in terms of aims 1 - 3 of the Act? Please indicate positive or negative and low, medium or high for each.</b>			
<b>3. Briefly explain the policy effects identified.</b>			
AGE: Advance equality of opportunity between different groups: Positive (Medium) and Foster good relations between different groups: Positive (Low); DISABILITY: Advance equality of opportunity between different groups: Positive (High) and Foster good relations between different groups: Positive (Low).  The policy will ensure that 25% of dwellings across the new settlement will be built to the Accessible and Adaptable Homes standard			
<b>4. What measures does or could the policy include to mitigate any adverse effects or disproportionate impacts?</b>			
Not applicable			
<b>5. What measures does or could the policy include to advance equality and foster good relations?</b>			
AGE: In 2011 70% of the district's residents aged 65 or older were owner-occupiers. Delivering accessible and adaptable homes will increase the opportunity for older people to remain living independently in their own homes as their needs change. Greater proportions of older people continuing to live in their own homes will contribute to more mixed communities that will help to foster good relations.  DISABILITY: Delivering accessible and adaptable homes will increase opportunities for people with disabilities to live independently, including as their needs change. It will also increase opportunities for people who become disabled to continue living in their own home. Greater proportions of people with disabilities living in their own homes will contribute to more mixed communities that will help to foster good relations.			
<b>6. Which of the following actions will be followed?</b>			
<b>No major change - the Equality Analysis demonstrates that the policy is robust and that the evidence shows no potential for discrimination and that all opportunities to promote equality have been taken.</b>	<b>Adjust the policy to remove barriers or better promote equality.</b>	<b>Continue the policy despite potential for adverse impact or missed opportunities to promote equality.</b>	<b>Stop and remove the policy - if the policy shows actual or potential unlawful discrimination it must be stopped and removed or changed.</b>
<b>Answer</b>	No major change		
<b>Further information (where necessary)</b>	<b>Submission Update:</b> Following Pre-submission (Reg19) consultation, no amendments are proposed to this policy.		

Table 4.32 Analysis of policy NS22: Housing Mix and Density

## NS23: Affordable Housing

Policy NS23: Affordable Housing	
Establishing relevance to equality and scoping the analysis	
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)

Policy NS23: Affordable Housing							
Establishing relevance to equality and scoping the analysis							
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	<p>This policy aims to ensure all housing and mixed-use schemes contribute to meeting the affordable housing needs of the district. House prices in the district are significantly higher than national and regional averages so addressing affordable housing is a key issue for the council. The policy carries forward the local plan requirement for all affordable housing to be built to the Accessible and Adaptable standard and 10% to be built to support wheelchair users. This approach for wheelchair users is more flexible than in the local plan in that not all of the 10% have to be Wheelchair Accessible homes. Once provision of these homes meets the needs of identified end users, any remaining units up to the 10% should be provided as Wheelchair Adaptable homes.</p> <p>The affordable requirement is intended to benefit all but may be particularly beneficial for young people, families with children and people with disabilities as these groups are disproportionately affected by local housing affordability. Accessible and Adaptable homes will benefit people who needs change but wish to remain in the same home, predominantly older people and those with disabilities. Wheelchair Accessible and Wheelchair Adaptable will benefit people with disabilities.</p>						
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick)</b>							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
X	X						
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							
Eliminate unlawful discrimination, harassment and victimisation	Advance equality of opportunity between different groups	Foster good relations between different groups					
	X	X					
<b>3. Further Information (if necessary):</b>							

Table 4.33 Scoping of policy NS23: Affordable Housing

Policy NS23: Affordable Housing		
Analysing and addressing impacts		
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)	
<b>1. What data/research/consultation do you have to support the analysis?</b>	Census 2011 data; relevant comments submitted at regulation 18 consultation; comments and feedback from targeted stakeholder meetings; equality analysis that informed preparation of similar approaches in the adopted local plan	
<b>Equality duty: The Equality Act (2010) requires public bodies to have 'due regard' to the need to:</b>		
<b>i. Eliminate unlawful discrimination, harassment and victimisation.</b>	<b>ii. Advance equality of opportunity between different groups.</b>	<b>iii. Foster good relations between different groups.</b>
<b>2. How will the policy affect communities in terms of aims 1 - 3 of the Act? Please indicate positive or negative and low, medium or high for each.</b>		
<b>3. Briefly explain the policy effects identified.</b>		
AGE: Advance equality of opportunity between different groups: Positive (High) and Foster good relations between groups: Positive (Low)		
Policy will deliver a high proportion of units as affordable homes , particularly beneficial to younger people and families with children. Requirement for Accessible and adaptable homes will benefit older people wishing to remain in their own homes		
DISABILITY: Advance equality of opportunity between different groups: Positive (High) and Foster good relations between groups: Positive (Low)		

Policy NS23: Affordable Housing			
Analysing and addressing impacts			
<p>Policy will deliver a high proportion of units as affordable homes , particularly beneficial to people with disabilities. Requirement for Accessible and adaptable homes and wheelchair adaptable homes will benefit people with disabilities who wish to remain in their own homes. Requirement for wheelchair accessible homes will help meet housing needs of wheelchair users.</p>			
<p><b>4. What measures does or could the policy include to mitigate any adverse effects or disproportionate impacts?</b></p>			
<p>Not applicable</p>			
<p><b>5. What measures does or could the policy include to advance equality and foster good relations?</b></p>			
<p>AGE:The policy will advance the equality of opportunity for younger people and people with young families to secure affordable accommodation. It will also advance the equality of opportunity for older people to remain living in their homes. The policy will foster good relations between groups by helping to create and maintain a multigenerational community</p> <p>DISABILITY: The policy will advance the equality of opportunity for people with disabilities to secure affordable accommodation that meets their needs and the equality of opportunity for people with disabilities to remain living in their homes. The policy will foster good relations between groups by helping to create and maintain a mixed community.</p>			
<p><b>6. Which of the following actions will be followed?</b></p>			
<p>No major change - the Equality Analysis demonstrates that the policy is robust and that the evidence shows no potential for discrimination and that all opportunities to promote equality have been taken.</p>	<p>Adjust the policy to remove barriers or better promote equality.</p>	<p>Continue the policy despite potential for adverse impact or missed opportunities to promote equality.</p>	<p>Stop and remove the policy - if the policy shows actual or potential unlawful discrimination it must be stopped and removed or changed.</p>
<p><b>Answer</b></p>	<p>No major change</p>		
<p><b>Further information (where necessary)</b></p>	<p><b>Submission Update:</b> Following Pre-submission (Reg19) consultation, no amendments are proposed to this policy.</p>		

Table 4.34 Analysis of policy NS23: Affordable Housing

## NS24: Specialist Housing

Policy NS24: Specialist Housing							
Establishing relevance to equality and scoping the analysis							
<p><b>Stage:</b></p>	<p>Pre-submission- regulation 19 (October 2022)</p>						
<p><b>1. Describe how the policy aims relate to equality and who is intended to benefit</b></p>	<p>Alongside policy NS26, this policy aims to ensure the provision of a sufficient number of homes specifically designed to meet the support needs of residents, as indicated by local evidence. Policy requires these homes to be built adjacent to the local centre to ensure good access to services and facilities. The policy is intended to benefit people with support needs, which is most likely older people and those with disabilities. The 2011 Census shows that the population of the district includes a greater proportion of people aged 65 or older than nationally or regionally, which becomes more pronounced as ages increase. The district has a lower proportion of people with disabilities, including those whose day-to-day activities are limited a lot, nevertheless, there are still over 10 000 people whose activities are limited a lot.</p>						
<p><b>2. Which protected groups and which parts of the equality duty are relevant? (tick)</b></p>							
<p>2a. Protected characteristics:</p>							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
X	X						
<p>2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:</p>							

Policy NS24: Specialist Housing		
Establishing relevance to equality and scoping the analysis		
Eliminate unlawful discrimination, harassment and victimisation	Advance equality of opportunity between different groups	Foster good relations between different groups
	X	
<b>3. Further Information (if necessary):</b>		

Table 4.35 Scoping of policy NS24: Specialist Housing

Policy NS24: Specialist Housing			
Analysing and addressing impacts			
<b>Stage:</b>		Pre-submission- regulation 19 (October 2022)	
<b>1. What data/research/consultation do you have to support the analysis?</b>		Census 2011 data; relevant comments submitted at regulation 18 consultation; comments and feedback from targeted stakeholder meetings; equality analysis that informed preparation of similar approaches in the adopted local plan	
<b>Equality duty: The Equality Act (2010) requires public bodies to have 'due regard' to the need to:</b>			
<b>i. Eliminate unlawful discrimination, harassment and victimisation.</b>	<b>ii. Advance equality of opportunity between different groups.</b>	<b>iii. Foster good relations between different groups.</b>	
<b>2. How will the policy affect communities in terms of aims 1 - 3 of the Act? Please indicate positive or negative and low, medium or high for each.</b>			
<b>3. Briefly explain the policy effects identified.</b>			
AGE: Advance equality of opportunity between different groups: Positive (High)			
DISABILITY: Advance equality of opportunity between different groups: Positive (High)			
Requiring proposals to include housing for people with specialist support needs will help to meet the housing needs of these people, Support needs are most closely associated with older people and people with disabilities. Requiring the provision to be located close to the local centre will help to ensure residents are more able to access services and facilities			
<b>4. What measures does or could the policy include to mitigate any adverse effects or disproportionate impacts?</b>			
Not applicable			
<b>5. What measures does or could the policy include to advance equality and foster good relations?</b>			
AGE and DISABILITY: Providing housing for people with support needs will advance the equality of opportunity for these groups to have their housing needs met. Requiring homes to be close to the local centre will advance the equality of opportunity for residents to access services and facilities independently			
<b>6. Which of the following actions will be followed?</b>			
<b>No major change - the Equality Analysis demonstrates that the policy is robust and that the evidence shows no potential for discrimination and that all opportunities to promote equality have been taken.</b>	<b>Adjust the policy to remove barriers or better promote equality.</b>	<b>Continue the policy despite potential for adverse impact or missed opportunities to promote equality.</b>	<b>Stop and remove the policy - if the policy shows actual or potential unlawful discrimination it must be stopped and removed or changed.</b>
<b>Answer</b>		No major change	
<b>Further information (where necessary)</b>		<b>Submission Update:</b> Following Pre-submission (Reg19) consultation, no amendments are proposed to this policy.	

Table 4.36 Analysis of policy NS24: Specialist Housing

## NS25: Self and Custom Build Housing

Policy NS25: Self and Custom Build Housing							
Establishing relevance to equality and scoping the analysis							
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)						
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	This policy aims to widen opportunities for home ownership by enabling more people to build or commission the building of their own home through a requirement for 5% of building plots to be made available for self and/or custom builders. The policy is intended to benefit those who wish to build or commission their own home but are prevented by a lack of potential sites. It is not considered that this policy has relevance to equalities.						
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick)</b> Not applicable							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							
Eliminate unlawful discrimination, harassment and victimisation		Advance equality of opportunity between different groups			Foster good relations between different groups		
<b>3. Further Information (if necessary):</b>	<b>Submission Update:</b> Following Pre-submission (Reg19) consultation, no amendments are proposed to this policy.						

Table 4.37 Scoping of policy NS25: Self and Custom Build Housing

## Conclusion

**4.51** The scoping of draft policies in the housing chapter has identified that the following policies have relevance to equality:

- NS22: Housing Mix and Density
- NS23: Affordable Housing
- NS24: Specialist Housing

**4.52** Where scoping has identified that a policy has relevance to equality an analysis has taken place to understand the likely impacts on protected groups of implementing the policy. Where scoping has identified that a policy is not relevant to equality no further analysis has taken place.

**4.53** The analysis of relevant policies has considered how the likely impacts relate to the requirements of the public sector equality duty, whether these impacts are positive or negative and whether the impact would be high, medium or low. The duty requires that the council gives due regard to the need to:

1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

**4.54** The analysis has informed consideration of whether the policy should be included in the DPD in its current form, amended to better reflect equality legislation and the public sector duty or removed from the DPD.

**4.55** A summary of the likely effects of draft policies in the housing chapter is shown below. The table identifies the policies with likely effects on equalities and how the effects of each policy relate to protected characteristics and the requirements of the public sector equality duty.

	Eliminate unlawful discrimination, harassment and victimisation.			Advance equality of opportunity between different groups.			Foster good relations between different groups.		
	Positive			Positive			Positive		
	High	Medium	Low	High	Medium	Low	High	Medium	Low
<b>Age</b>				NS23; NS24	NS22				NS22; NS23
<b>Disability</b>				NS22; NS23; NS24					NS22; NS23
<b>Gender reassignment</b>									
<b>Race</b>									
<b>Religion/belief</b>									
<b>Pregnancy and maternity</b>									
<b>Sexual orientation</b>									
<b>Sex (gender)</b>									

Table 4.38 Likely effects of policies in the housing chapter

**4.56** The analysis has identified that policies in the housing chapter, with the exception of policy NS25: Self and Custom Build Housing, are relevant to equality and have positive effects.

**4.57** While the policies have the potential to deliver positive benefits to all, where relevant, the analysis identifies specific benefits from all relevant policies for older people and people with disabilities. The positive effects for people with disabilities relate to people with mobility needs, specialist support needs and disabilities more generally. In addition the provision of affordable housing will particularly benefit young adults and people with young families.

**4.58** The effects identified are largely concerned with advancing the equality of opportunity for the identified groups, with the scale of this effect considered to be high in most cases. Two of the policies will also help to foster good relations.

## Local Centre

- 4.59** This section details the results of the equality analysis of draft policies in the local centre chapter of the DPD. The policies are:
- NS26: Local Centre
  - NS27: Employment
  - NS28: Education
  - NS29: Social and Community Facilities
- 4.60** The likely relevance of each policy to equality issues has been identified through a scoping exercise.
- 4.61** Where the scoping suggests a policy is relevant to equality issues the protected group (or groups) and the part (or parts) of the equality duty that are likely to be impacted by the policy have been identified.
- 4.62** The potential impacts of the policy on people with protected characteristics have then been analysed and, where necessary, the analysis has influenced further development of the policy to better promote equality.
- 4.63** Where the scoping suggests a policy is not relevant to equality issues further analysis has not taken place.
- 4.64** The results of the scoping and, where relevant, analysis of these policies is set out below

### NS26: Local Centre

Policy NS26: Local Centre							
Establishing relevance to equality and scoping the analysis							
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)						
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	<p>This policy aims to ensure that development of the new settlement includes provision of the services and facilities necessary to meet day-to-day needs. It requires this provision to be located in a single local centre that is adjacent to the rail line and easily accessible to all parts of the settlement on foot. This approach is intended to benefit all but would be particularly beneficial to those who would find it difficult to access services and facilities if they were dispersed around the settlement. This is likely to include people with mobility disabilities but also those without access to a private car, which may disproportionately include young people and the very old.</p> <p>The policy requires provision of specific uses that will be investigated as part of consideration of other policies as follows: business/commercial- NS27; community facilities- NS29; extra care- NS24.</p> <p>The policy also requires the creation of civic spaces. This requirement is intended to benefit all and will help to foster good relations between all groups by creating opportunities for social interaction in freely accessible public spaces, including across different groups.</p> <p>Finally the policy requires provision of retail and leisure uses, residential units above shops and uses to support the high-time economy. It is not considered that requirement of these specific uses is relevant to equality.</p>						
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick)</b>							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
X	X	X	X	X	X	X	X

Policy NS26: Local Centre		
Establishing relevance to equality and scoping the analysis		
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:		
Eliminate unlawful discrimination, harassment and victimisation	Advance equality of opportunity between different groups	Foster good relations between different groups
	X	X
<b>3. Further Information (if necessary):</b>		

Table 4.39 Scoping of policy NS26: Local Centre

Policy NS26: Local Centre			
Analysing and addressing impacts			
<b>Stage:</b>		Pre-submission- regulation 19 (October 2022)	
<b>1. What data/research/consultation do you have to support the analysis?</b>		Census 2011 data; relevant comments submitted at regulation 18 consultation; comments and feedback from targeted stakeholder meetings; equality analysis that informed preparation of similar approaches in the adopted local plan	
Equality duty: The Equality Act (2010) requires public bodies to have 'due regard' to the need to:			
<b>i. Eliminate unlawful discrimination, harassment and victimisation.</b>	<b>ii. Advance equality of opportunity between different groups.</b>	<b>iii. Foster good relations between different groups.</b>	
<b>2. How will the policy affect communities in terms of aims 1 - 3 of the Act? Please indicate positive or negative and low, medium or high for each.</b>			
<b>3. Briefly explain the policy effects identified.</b>			
AGE: Advance equality of opportunity between different groups: Positive (Medium) and DISABILITY: Advance equality of opportunity between different groups: Positive (Medium)			
The policy requires the provision of the services and facilities necessary to meet day-to-day needs and for this provision to be located in a single local centre			
ALL GROUPS: Foster good relations between different groups: Positive (Low). The policy requires provision of civic spaces within the local centre			
<b>4. What measures does or could the policy include to mitigate any adverse effects or disproportionate impacts?</b>			
Not applicable			
<b>5. What measures does or could the policy include to advance equality and foster good relations?</b>			
Locating the services and facilities necessary to meet day-to-day needs in a single local centre will advance equality of opportunity for the disabled and older people who would otherwise find it more difficult to access services and facilities if they were dispersed. The provision of civic spaces will help to foster good relations between all groups by creating opportunities for social interaction in freely accessible public spaces, including across different groups.			
<b>6. Which of the following actions will be followed?</b>			
<b>No major change - the Equality Analysis demonstrates that the policy is robust and that the evidence shows no potential for discrimination and that all opportunities to promote equality have been taken.</b>	<b>Adjust the policy to remove barriers or better promote equality.</b>	<b>Continue the policy despite potential for adverse impact or missed opportunities to promote equality.</b>	<b>Stop and remove the policy - if the policy shows actual or potential unlawful discrimination it must be stopped and removed or changed.</b>
<b>Answer</b>	No major change		

Policy NS26: Local Centre	
Analysing and addressing impacts	
<b>Further information (where necessary)</b>	<b>Submission Update:</b> Following Pre-submission (Reg19) consultation, several amendments are proposed to this policy. The amendments include clarifying the intended location of the local centre- to accord with other DPD policies, and removing reference to specific facilities that should be provided- although the types of facilities and needs that need to be served are retained. It is not considered that these changes alter the analysis. It is also proposed to add further clarity to the requirement for the centre to be accessible to all by specifying that this includes users of wheelchairs and mobility scooters. While this would help to secure the equality benefits arising from the existing need to be accessible to all, already identified in the analysis, it is not considered that the proposed change would alter the scale of these benefits, and the existing analysis is still appropriate.

Table 4.40 Analysis of policy NS26: Local Centre

## NS27: Employment

Policy NS27: Employment							
Establishing relevance to equality and scoping the analysis							
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)						
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	<p>Along with policies NS26, NS30, this policy aims to ensure that employment provision is delivered within the new settlement. The policy includes further detail on the types of employment that provision should support. This is intended to benefit people of working age, however as the intended benefits are unrelated to the requirements under the equality duty and working age people account for 60-70% of the district's population (Census 2011), it is not considered that these requirements relate to equality. The policy includes a number of provisions aimed at enabling home and hybrid working that are investigated as part of consideration of other policies that set out further detail, as follows: broadband provision- NS6; support for using space within the home for work and provision of co-working facilities- NS9.</p> <p>The policy also requires the development to provide training opportunities to improve skills and work readiness. This is intended to benefit all but will be particularly beneficial to younger adults who disproportionately require this support.</p>						
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick)</b>							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
X							
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							
Eliminate unlawful discrimination, harassment and victimisation	Advance equality of opportunity between different groups	Foster good relations between different groups					
	X						
<b>3. Further Information (if necessary):</b>							

Table 4.41 Scoping of policy NS27: Employment

Policy NS27: Employment	
Analysing and addressing impacts	
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)

Policy NS27: Employment			
Analysing and addressing impacts			
1. What data/research/consultation do you have to support the analysis?		Census 2011 data; relevant comments submitted at regulation 18 consultation; comments and feedback from targeted stakeholder meetings; equality analysis that informed preparation of similar approaches in the adopted local plan	
Equality duty: The Equality Act (2010) requires public bodies to have 'due regard' to the need to:			
i. Eliminate unlawful discrimination, harassment and victimisation.	ii. Advance equality of opportunity between different groups.	iii. Foster good relations between different groups.	
2. How will the policy affect communities in terms of aims 1 - 3 of the Act? Please indicate positive or negative and low, medium or high for each.			
3. Briefly explain the policy effects identified.			
AGE: Advance equality of opportunity between different groups: Positive (Medium)			
The policy requires development to provide a range of training opportunities to enable local people to improve their skills and work readiness, which will be particularly beneficial to younger adults.			
4. What measures does or could the policy include to mitigate any adverse effects or disproportionate impacts?			
Not applicable			
5. What measures does or could the policy include to advance equality and foster good relations?			
Providing a range of training opportunities that enable local people to improve their skills and work readiness will advance the equality of opportunity for young people to develop the skills necessary to take advantage of the labour market opportunities that others enjoy.			
6. Which of the following actions will be followed?			
No major change - the Equality Analysis demonstrates that the policy is robust and that the evidence shows no potential for discrimination and that all opportunities to promote equality have been taken.	Adjust the policy to remove barriers or better promote equality.	Continue the policy despite potential for adverse impact or missed opportunities to promote equality.	Stop and remove the policy - if the policy shows actual or potential unlawful discrimination it must be stopped and removed or changed.
Answer	No major change		
Further information (where necessary)	Submission Update: Following Pre-submission (Reg19) consultation, no amendments are proposed to this policy.		

Table 4.42 Analysis of policy NS27: Employment

## NS28: Education

Policy NS28: Education	
Establishing relevance to equality and scoping the analysis	
Stage:	Pre-submission- regulation 19 (October 2022)
1. Describe how the policy aims relate to equality and who is intended to benefit	Along with policy NS30, this policy aims to ensure that development of Maltkiln includes provision that meets the educational needs of residents. This includes meeting needs for primary education through the provision of two new primary schools within the new settlement and meeting needs for secondary education through either a financial contribution towards expansion of off-site provision or provision of a new school on-site. Alongside the policy sets out a number of locational requirements for new schools to meet. The policy is intended to benefit young people of school age by ensuring their educational needs are met.

Policy NS28: Education							
Establishing relevance to equality and scoping the analysis							
The policy also encourages the use of school facilities to help meet the need for community facilities by the wider population. This is investigated alongside consideration of policy NS29, which sets out detailed requirements for community facilities.							
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick)</b>							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
X							
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							
Eliminate unlawful discrimination, harassment and victimisation		Advance equality of opportunity between different groups			Foster good relations between different groups		
		X					
<b>3. Further Information (if necessary):</b>							

Table 4.43 Scoping of policy NS28: Education (as presented at Reg 19- Pre-submission)

Policy NS28: Education		
Analysing and addressing impacts		
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)	
<b>1. What data/research/consultation do you have to support the analysis?</b>	Census 2011 data; relevant comments submitted at regulation 18 consultation; comments and feedback from targeted stakeholder meetings; equality analysis that informed preparation of similar approaches in the adopted local plan	
<b>Equality duty: The Equality Act (2010) requires public bodies to have 'due regard' to the need to:</b>		
<b>i. Eliminate unlawful discrimination, harassment and victimisation.</b>	<b>ii. Advance equality of opportunity between different groups.</b>	<b>iii. Foster good relations between different groups.</b>
<b>2. How will the policy affect communities in terms of aims 1 - 3 of the Act? Please indicate positive or negative and low, medium or high for each.</b>		
<b>3. Briefly explain the policy effects identified.</b>		
AGE: Advance equality of opportunity between different groups: Positive (High) The policy requires development to provide or fund the education provision required by school age residents.		
<b>4. What measures does or could the policy include to mitigate any adverse effects or disproportionate impacts?</b>		
Not applicable		
<b>5. What measures does or could the policy include to advance equality and foster good relations?</b>		
Providing for the educational needs of school age residents will advance the equality of opportunity for this group to develop the academic, social and other skills necessary to help fulfill their potential in life.		
<b>6. Which of the following actions will be followed?</b>		

Policy NS28: Education			
Analysing and addressing impacts			
No major change - the Equality Analysis demonstrates that the policy is robust and that the evidence shows no potential for discrimination and that all opportunities to promote equality have been taken.	Adjust the policy to remove barriers or better promote equality.	Continue the policy despite potential for adverse impact or missed opportunities to promote equality.	Stop and remove the policy - if the policy shows actual or potential unlawful discrimination it must be stopped and removed or changed.
Answer	No major change		
Further information (where necessary)	<p><b>Submission Update:</b> Following Pre-submission (Reg19) consultation, several amendments are proposed to this policy. These include amendments relevant to equality. Firstly a requirement for nursery school places, and secondly- in-light of a comment on the equality analysis-, a requirement for the location and design of proposals to be evaluated against the need for inclusive accessibility. While the former would extend benefits already identified, it is considered that the latter would extend the policy's relevance to equality in relation to the protected characteristic of disability and the need to eliminate discrimination, advance equality of opportunity and foster good relations. As such an updated analysis of the proposed amended policy is set out below.</p>		

Table 4.44 Analysis of policy NS28: Education (as presented at Reg 19- Pre-submission)

Policy NS28: Education			
Analysing and addressing impacts			
Stage:	Submission (December 2023). This analysis relates to the policy as proposed following modification in-light of comments received at Pre-submission (Reg 19) consultation		
1. What data/research/consultation do you have to support the analysis?	Census 2011 data; relevant comments submitted at regulation 18 and regulation 19 consultations; comments and feedback from targeted stakeholder meetings; equality analysis that informed preparation of similar approaches in the adopted local plan		
<b>Equality duty: The Equality Act (2010) requires public bodies to have 'due regard' to the need to:</b>			
i. Eliminate unlawful discrimination, harassment and victimisation.	ii. Advance equality of opportunity between different groups.	iii. Foster good relations between different groups.	
<p>2. How will the policy affect communities in terms of aims 1 - 3 of the Act? Please indicate positive or negative and low, medium or high for each.</p> <p>3. Briefly explain the policy effects identified.</p>			
<p>AGE: Advance equality of opportunity between different groups: Positive (High).</p> <p>The policy requires development to provide or fund the education provision required by school and nursery age residents.</p> <p>DISABILITY: Eliminate unlawful discrimination, harassment and victimisation: Positive (Low); Advance equality of opportunity between different groups: Positive (High ); Foster good relations between different groups: Positive (Med.).</p> <p>The policy requires inclusive accessibility which will help prevent unlawful discrimination of people with relevant disabilities by enabling them to access to education locally alongside those without relevant disabilities.</p>			
4. What measures does or could the policy include to mitigate any adverse effects or disproportionate impacts?			
Not applicable			
5. What measures does or could the policy include to advance equality and foster good relations?			
<p>AGE: Providing for the educational needs of school and nursery age residents will advance the equality of opportunity for this group to develop the academic, social and other skills necessary to help fulfill their potential in life.</p> <p>DISABILITY: Providing inclusive accessibility will advance the equality of opportunity for people with relevant disabilities to develop the academic, social and other skills necessary to help fulfill their potential in life. It will foster good relations between this group and others outside the group by enabling needs to be met on the site, which would increase social interactions.</p>			

Policy NS28: Education			
Analysing and addressing impacts			
<b>6. Which of the following actions will be followed?</b>			
No major change - the Equality Analysis demonstrates that the policy is robust and that the evidence shows no potential for discrimination and that all opportunities to promote equality have been taken.	Adjust the policy to remove barriers or better promote equality.	Continue the policy despite potential for adverse impact or missed opportunities to promote equality.	Stop and remove the policy - if the policy shows actual or potential unlawful discrimination it must be stopped and removed or changed.
Answer	No major change		
Further information (where necessary)			

Table 4.45 Analysis of policy NS28: Education (incorporating proposed modifications following Reg 19- Pre-submission)

## NS29: Social and Community Facilities

Policy NS29: Social and Community Facilities							
Establishing relevance to equality and scoping the analysis							
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)						
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	<p>Along with policies NS26 and NS28, this policy aims to ensure delivery of the community facilities necessary to meet the needs of residents. In particular the policy identifies a need for health facilities, community centres and nursery provision. The policy is intended to benefit all but different elements will be particularly beneficial to different groups. Health facilities will particularly benefit older people and people during pregnancy and maternity, and nursery provision will be particularly beneficial to young children. The provision of community centres will particularly benefit those at risk of social isolation, such as older people and people during pregnancy and maternity.</p> <p>Policy also requires consideration of opportunities to co-locate facilities and make school provision available for community use. It is not considered that these aspects are relevant to equality.</p>						
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick)</b>							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
X					X		
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							
Eliminate unlawful discrimination, harassment and victimisation		Advance equality of opportunity between different groups			Foster good relations between different groups		
		X					
<b>3. Further Information (if necessary):</b>							

Table 4.46 Scoping of policy NS29: Social and Community Facilities (as presented at Reg 19- Pre-submission)

Policy NS29: Social and Community Facilities			
Analysing and addressing impacts			
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)		
<b>1. What data/research/consultation do you have to support the analysis?</b>	Census 2011 data; relevant comments submitted at regulation 18 consultation; comments and feedback from targeted stakeholder meetings; equality analysis that informed preparation of similar approaches in the adopted local plan		
<b>Equality duty: The Equality Act (2010) requires public bodies to have 'due regard' to the need to:</b>			
<b>i. Eliminate unlawful discrimination, harassment and victimisation.</b>	<b>ii. Advance equality of opportunity between different groups.</b>	<b>iii. Foster good relations between different groups.</b>	
<b>2. How will the policy affect communities in terms of aims 1 - 3 of the Act? Please indicate positive or negative and low, medium or high for each.</b>			
<b>3. Briefly explain the policy effects identified.</b>			
AGE: Advance equality of opportunity between different groups: Positive (Medium)  Policy requires provision of community facilities, including health facilities and community centres, particularly beneficial to older people. It also requires nursery provision, particularly beneficial to young children  PREGNANCY: Advance equality of opportunity between different groups: Positive (Medium)  Policy requires provision of community facilities, including health facilities and community centres, particularly beneficial to people during pregnancy and maternity			
<b>4. What measures does or could the policy include to mitigate any adverse effects or disproportionate impacts?</b>			
Not applicable			
<b>5. What measures does or could the policy include to advance equality and foster good relations?</b>			
AGE: The requirement to provide health facilities will advance equality of opportunity for the health needs of older people whose health needs may be greater to be met. The requirement for community centres will advance equality of opportunity for those at risk of social isolation, including older people, to meet other people. The requirement for nursery provision will advance equality of opportunity for meeting the social needs of young children.  PREGNANCY: The requirement to provide health facilities will advance equality of opportunity for this group to have their health needs met during pregnancy and maternity when their needs may be greater. The requirement for community centres will advance equality of opportunity for those at risk of social isolation, including as a result of pregnancy or maternity, to meet other people.			
<b>6. Which of the following actions will be followed?</b>			
<b>No major change - the Equality Analysis demonstrates that the policy is robust and that the evidence shows no potential for discrimination and that all opportunities to promote equality have been taken.</b>	<b>Adjust the policy to remove barriers or better promote equality.</b>	<b>Continue the policy despite potential for adverse impact or missed opportunities to promote equality.</b>	<b>Stop and remove the policy - if the policy shows actual or potential unlawful discrimination it must be stopped and removed or changed.</b>
<b>Answer</b>	No major change		
<b>Further information (where necessary)</b>	<b>Submission Update:</b> Following Pre-submission (Reg19) consultation, several amendments are proposed to this policy that are relevant to equality. The policy no longer requires specific health facilities, community centres and nursery provision; instead it identifies that the council will work with stakeholders to identify specific facilities required during the application process but highlights that these are likely to be those previously required with the exception of nurseries- as these are now addressed in NS28. It is considered that the change in approach would not alter the findings of the previous analysis since where there is evidence of need for facilities they will be required. However the change in scope to exclude nurseries would reduce the extent of some of the policy benefits, although these would now be provided through NS28. As such an updated analysis of the proposed amended policy is set out below.		

Table 4.47 Analysis of policy NS29: Social and Community Facilities (as presented at Reg 19- Pre-submission)

Policy NS29: Social and Community Facilities			
Analysing and addressing impacts			
<b>Stage:</b>		Submission (December 2023)	
		This analysis relates to the policy as proposed following modification in-light of comments received at Pre-submission (Reg 19) consultation	
<b>1. What data/research/consultation do you have to support the analysis?</b>		Census 2011 data; relevant comments submitted at regulation 18 and regulation 19 consultations; comments and feedback from targeted stakeholder meetings; equality analysis that informed preparation of similar approaches in the adopted local plan	
<b>Equality duty: The Equality Act (2010) requires public bodies to have 'due regard' to the need to:</b>			
<b>i. Eliminate unlawful discrimination, harassment and victimisation.</b>	<b>ii. Advance equality of opportunity between different groups.</b>	<b>iii. Foster good relations between different groups.</b>	
<b>2. How will the policy affect communities in terms of aims 1 - 3 of the Act? Please indicate positive or negative and low, medium or high for each.</b>			
<b>3. Briefly explain the policy effects identified.</b>			
AGE: Advance equality of opportunity between different groups: Positive (Medium)			
Policy requires provision of community facilities, including health facilities and community centres, particularly beneficial to older people.			
PREGNANCY: Advance equality of opportunity between different groups: Positive (Medium)			
Policy requires provision of community facilities, including health facilities and community centres, particularly beneficial to people during pregnancy and maternity			
<b>4. What measures does or could the policy include to mitigate any adverse effects or disproportionate impacts?</b>			
Not applicable			
<b>5. What measures does or could the policy include to advance equality and foster good relations?</b>			
AGE: The requirement to provide health facilities will advance equality of opportunity for the health needs of older people whose health needs may be greater to be met. The requirement for community centres will advance equality of opportunity for those at risk of social isolation, including older people, to meet other people.			
PREGNANCY: The requirement to provide health facilities will advance equality of opportunity for this group to have their health needs met during pregnancy and maternity when their needs may be greater. The requirement for community centres will advance equality of opportunity for those at risk of social isolation, including as a result of pregnancy or maternity, to meet other people			
<b>6. Which of the following actions will be followed?</b>			
<b>No major change - the Equality Analysis demonstrates that the policy is robust and that the evidence shows no potential for discrimination and that all opportunities to promote equality have been taken.</b>	<b>Adjust the policy to remove barriers or better promote equality.</b>	<b>Continue the policy despite potential for adverse impact or missed opportunities to promote equality.</b>	<b>Stop and remove the policy - if the policy shows actual or potential unlawful discrimination it must be stopped and removed or changed.</b>
<b>Answer</b>	No major change		
<b>Further information (where necessary)</b>			

Table 4.48 Analysis of policy NS29: Social and Community Facilities (incorporating proposed modifications following Reg 19- Pre-submission)

## Conclusion

**4.65** The scoping of draft policies in the local centre chapter has identified that the following policies have relevance to equality:

- NS26: Local Centre
- NS27: Employment
- NS28: Education
- NS29: Social and Community Facilities

**4.66** Where scoping has identified that a policy has relevance to equality an analysis has taken place to understand the likely impacts on protected groups of implementing the policy. Where scoping has identified that a policy is not relevant to equality no further analysis has taken place.

**4.67** The analysis of relevant policies has considered how the likely impacts relate to the requirements of the public sector equality duty, whether these impacts are positive or negative and whether the impact would be high, medium or low. The duty requires that the council gives due regard to the need to:

1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

**4.68** The analysis has informed consideration of whether the policy should be included in the DPD in its current form, amended to better reflect equality legislation and the public sector duty or removed from the DPD.

**4.69** A summary of the likely effects of draft policies in the local centre chapter is shown below. The table identifies the policies with likely effects on equalities and how the effects of each policy relate to protected characteristics and the requirements of the public sector equality duty.

	Eliminate unlawful discrimination, harassment and victimisation.			Advance equality of opportunity between different groups.			Foster good relations between different groups.		
	Positive			Positive			Positive		
	High	Medium	Low	High	Medium	Low	High	Medium	Low
<b>Age</b>				NS28	NS26; NS27; NS29				NS26
<b>Disability</b>			NS28	NS28	NS26			NS28	NS26
<b>Gender reassignment</b>									NS26
<b>Race</b>									NS26
<b>Religion/belief</b>									NS26
<b>Pregnancy and maternity</b>					NS29				NS26
<b>Sexual orientation</b>									NS26
<b>Sex (gender)</b>									NS26

Table 4.49 Likely effects of policies in the local centre chapter

**4.70** The analysis has identified that all of the policies in the local centre chapter are relevant to equality and all are expected to have positive effects.

**4.71** The analysis suggests that all four policies will have positive effects connected to age. Some of the effects, such as provision of education and skills training, will be beneficial to young people and young adults respectively, while others, such as community facilities and nearby facilities, will be beneficial across many age ranges. Provision of community facilities, nearby

facilities and inclusive accessibility to education facilities will have positive benefits for people with disabilities. Provision of community facilities, and nearby facilities will also have positive benefits for people who are pregnant or have recently given birth.

- 4.72** These effects are primarily concerned with advancing the equality of opportunity for the identified groups, with the scale of this effect considered to be high for young people and people with relevant disabilities in relation to the provision of education, and medium for other advancing equality effects. Importantly inclusive accessibility to education facilities will also help eliminate discrimination of people with relevant disabilities by allowing access to education, although the extent is considered low since other provision is also likely to be available. Local provision, however, will also help to foster good relations between those with these disabilities and those not in this group.
- 4.73** In addition the analysis identifies that through the provision of civic spaces policy NS26: Local Centre will have positive effects concerned with fostering good relations between groups for all protected characteristics. Although the scale of this impact is considered low it is considered that changes to the policy are unlikely to increase these benefits.

## Access and Movement

- 4.74** This section details the results of the equality analysis of draft policies in the access and movement chapter of the DPD. The policies are:
- NS30: Sustainable Travel and Connectivity;
  - NS31: Walking and Cycling;
  - NS32: Cycle Parking and Storage;
  - NS33: High Quality Public Transport- Rail Infrastructure;
  - NS34: High Quality Public Transport- Bus Provision;
  - NS35: Street Hierarchy;
  - NS36: Highway Mitigation and Improvements;
  - NS37: Minimising Car Use.
- 4.75** The likely relevance of each policy to equality issues has been identified through a scoping exercise.
- 4.76** Where the scoping suggests a policy is relevant to equality issues the protected group (or groups) and the part (or parts) of the equality duty that are likely to be impacted by the policy have been identified.
- 4.77** The potential impacts of the policy on people with protected characteristics have then been analysed and, where necessary, the analysis has influenced further development of the policy to better promote equality.
- 4.78** Where the scoping suggests a policy is not relevant to equality issues further analysis has not taken place.
- 4.79** The results of the scoping and, where relevant, analysis of these policies is set out below

### NS30: Sustainable Travel and Connectivity

Policy NS30: Sustainable Travel and Connectivity							
Establishing relevance to equality and scoping the analysis							
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)						
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	<p>This policy aims to ensure that Maltkiln is designed and developed to achieve sustainable travel behavior both within the settlement and in connections to neighbouring settlements. The policy includes several elements. Most of these elements are repeated alongside further detail in other DPD policies and it is considered appropriate to investigate these as part of consideration of the more detailed policies. These requirements and the further policies are: Provision of key services- NS29, leisure and retail- NS26, education- NS28, and employment- NS27; Provision of footpath and cycleway networks- NS31; Provision of a central rail hub- NS33; Provision of a high-quality bus service- NS34; Wider highway improvements- NS26; Preparation of travel plans- NS5.</p> <p>Alongside policy NS5 this policy also requires movement at Maltkiln to be based on a modal hierarchy. It is not considered that these requirements are relevant to equalities.</p>						
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick) Not applicable</b>							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							

Policy NS30: Sustainable Travel and Connectivity		
Establishing relevance to equality and scoping the analysis		
Eliminate unlawful discrimination, harassment and victimisation	Advance equality of opportunity between different groups	Foster good relations between different groups
<p><b>3. Further Information (if necessary):</b></p> <p><b>Submission Update:</b> Following Pre-submission (Reg19) consultation it is proposed to amend the policy to clarify requirements for travel plans, including moving requirements for travel plans to respond to the needs of different demographic groups into this policy from policy NS5. As this element is relevant to equality and not repeated in other policies it is considered that this aspect is analysed further. The policy is considered relevant to equality as follows:</p> <p>AGE and DISABILITY: Advance equality of opportunity between different groups.</p>		

Table 4.50 Scoping of policy NS30: Sustainable Travel and Connectivity

Policy NS30: Sustainable Travel and Connectivity			
Analysing and addressing impacts			
<b>Stage:</b>	Submission (December 2023). This analysis relates to the policy as proposed following modification in-light of comments received at Pre-submission (Reg 19) consultation		
<b>1. What data/research/consultation do you have to support the analysis?</b>	Census 2011 data; relevant comments submitted at regulation 18 and 19 consultations; comments and feedback from targeted stakeholder meetings; equality analysis that informed preparation of similar approaches in the adopted local plan.		
<b>Equality duty: The Equality Act (2010) requires public bodies to have 'due regard' to the need to:</b>			
<b>i. Eliminate unlawful discrimination, harassment and victimisation.</b>	<b>ii. Advance equality of opportunity between different groups.</b>	<b>iii. Foster good relations between different groups.</b>	
<b>2. How will the policy affect communities in terms of aims 1 - 3 of the Act? Please indicate positive or negative and low, medium or high for each.</b>			
<b>3. Briefly explain the policy effects identified.</b>			
AGE and DISABILITY: Advance equality of opportunity between different groups: Positive (Medium)			
The policy requires travel plans, which set out how public transport and active travel will be enabled in order to create more sustainable travel behaviour, to consider the needs of different demographics to ensure that this behaviour can be supported across all groups. The policy specifically highlights meeting the needs of people with reduced mobility			
<b>4. What measures does or could the policy include to mitigate any adverse effects or disproportionate impacts?</b>			
Not applicable			
<b>5. What measures does or could the policy include to advance equality and foster good relations?</b>			
Ensuring that support for people with reduced mobility can adopt more sustainable travel behaviour will advance equality of opportunity for these groups to engage in active travel and use public transport where this may be possible. This will also advance equality for these groups to feel they are contributing to climate change mitigation.			
<b>6. Which of the following actions will be followed?</b>			
<b>No major change - the Equality Analysis demonstrates that the policy is robust and that the evidence shows no potential for discrimination and that all opportunities to promote equality have been taken.</b>	<b>Adjust the policy to remove barriers or better promote equality.</b>	<b>Continue the policy despite potential for adverse impact or missed opportunities to promote equality.</b>	<b>Stop and remove the policy - if the policy shows actual or potential unlawful discrimination it must be stopped and removed or changed.</b>
<b>Answer</b>	No major change		

Policy NS30: Sustainable Travel and Connectivity	
Analysing and addressing impacts	
Further information (where necessary)	

Table 4.51 Analysis of policy NS30: Sustainable Travel and Connectivity

## NS31: Walking and Cycling

Policy NS31: Walking and Cycling							
Establishing relevance to equality and scoping the analysis							
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)						
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	Alongside policy NS30, this policy aims to ensure that walking and cycling are dominant choices for trips within the settlement by people capable of active travel. The policy sets out detailed requirements for walking and cycling networks that would remove barriers to active travel and provide safe and convenient routes. The policy is intended to benefit all and lead to travel behavior with fewer negative environmental impacts and greater health benefits. It is recognised that some protected groups, such as older people and people with mobility disabilities, may not be capable of active travel and may benefit little from the policy. It is considered that these people are not negatively impacted by the policy because provisions do not inhibit other modes of travel. It is not considered that the policy is relevant to equality.						
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick) Not applicable</b>							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							
Eliminate unlawful discrimination, harassment and victimisation	Advance equality of opportunity between different groups	Foster good relations between different groups					
<b>3. Further Information (if necessary):</b>	<b>Submission Update:</b> Following Pre-submission (Reg19) consultation, two minor amendments are proposed to the policy. It is not considered that these changes would alter the outcome of the scoping.						

Table 4.52 Scoping of policy NS31: Walking and Cycling

## NS32: Cycle Parking and Storage

Policy NS32: Cycle Parking and Storage	
Establishing relevance to equality and scoping the analysis	
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	Along with policies NS30, this policy aims to support cycling by ensuring that sufficient cycle parking is provided at home, businesses and alongside shops and facilities. The policy is intended to benefit all who are able to cycle. It is recognised that some protected groups, such as very young people, older people and people with mobility disabilities, may not be capable of cycling and may benefit little from the policy. It is considered that these people are not negatively impacted by the policy because provisions do not inhibit other modes of travel. It is not considered that the policy is relevant to equality.

Policy NS32: Cycle Parking and Storage							
Establishing relevance to equality and scoping the analysis							
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick)</b> Not applicable							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							
Eliminate unlawful discrimination, harassment and victimisation		Advance equality of opportunity between different groups			Foster good relations between different groups		
<b>3. Further Information (if necessary):</b>		<b>Submission Update:</b> Following Pre-submission (Reg19) consultation, no amendments are proposed to this policy.					

Table 4.53 Scoping of policy NS32: Cycle Parking and Storage

## NS33: High Quality Public Transport- Rail Infrastructure

Policy NS33: High Quality Public Transport- Rail Infrastructure							
Establishing relevance to equality and scoping the analysis							
<b>Stage:</b>		Pre-submission- regulation 19 (October 2022)					
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>		Along with policies NS30 and NS37, this policy aims to ensure delivery of a centralised mobility hub at Cattal railway station. The policy sets out a number of detailed requirements, including that the facility is accessible for all people. Accessibility for wheelchair and mobility scooter users as well as those with pushchairs is specifically required. The policy also identifies level crossing that will be closed to vehicles and in the case of one crossing replaced completely with a step-free over-crossing. The over-arching requirements are intended to benefit all. The accessibility requirements will be particularly beneficial to older people, those with mobility problems and people who have recently given birth, as will the requirement for a step-free replacement at Cattal.station.					
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick)</b>							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
X	X				X		
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							
Eliminate unlawful discrimination, harassment and victimisation		Advance equality of opportunity between different groups			Foster good relations between different groups		
X		X					
<b>3. Further Information (if necessary):</b>							

Table 4.54 Scoping of policy NS33: High Quality Public Transport- Rail Infrastructure

Policy NS33: High Quality Public Transport- Rail Infrastructure			
Analysing and addressing impacts			
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)		
<b>1. What data/research/consultation do you have to support the analysis?</b>	Census 2011 data; relevant comments submitted at regulation 18 consultation; comments and feedback from targeted stakeholder meetings; equality analysis that informed preparation of similar approaches in the adopted local plan		
<b>Equality duty: The Equality Act (2010) requires public bodies to have 'due regard' to the need to:</b>			
<b>i. Eliminate unlawful discrimination, harassment and victimisation.</b>	<b>ii. Advance equality of opportunity between different groups.</b>	<b>iii. Foster good relations between different groups.</b>	
<b>2. How will the policy affect communities in terms of aims 1 - 3 of the Act? Please indicate positive or negative and low, medium or high for each.</b>			
<b>3. Briefly explain the policy effects identified.</b>			
AGE: Eliminate unlawful discrimination, harassment and victimisation: Positive (Medium) and Advance equality of opportunity between different groups: Positive (Medium)			
DISABILITY: Eliminate unlawful discrimination, harassment and victimisation: Positive (Medium) and Advance equality of opportunity between different groups: Positive (Medium)			
PREGNANCY: Eliminate unlawful discrimination, harassment and victimisation: Positive (Medium) and Advance equality of opportunity between different groups: Positive (Medium)			
The policy will prevent unlawful discrimination of older people, people with mobility disabilities and people who have (or are supporting those who have) recently given birth that may otherwise occur if these groups were prevented access to rail and other mobility services. The policy will also advance equality of opportunity for these groups by ensuring they can realise the benefits that stem from the ability to travel, such as accessing work or other opportunities.			
<b>4. What measures does or could the policy include to mitigate any adverse effects or disproportionate impacts?</b>			
Not applicable			
<b>5. What measures does or could the policy include to advance equality and foster good relations?</b>			
AGE, DISABILITY, PREGNANCY: By ensuring access to rail and other transport services located in the central hub the policy advances equality of opportunity for these groups to enjoy the benefits that stem from the ability to travel by public transport			
<b>6. Which of the following actions will be followed?</b>			
<b>No major change - the Equality Analysis demonstrates that the policy is robust and that the evidence shows no potential for discrimination and that all opportunities to promote equality have been taken.</b>	<b>Adjust the policy to remove barriers or better promote equality.</b>	<b>Continue the policy despite potential for adverse impact or missed opportunities to promote equality.</b>	<b>Stop and remove the policy - if the policy shows actual or potential unlawful discrimination it must be stopped and removed or changed.</b>
<b>Answer</b>	No major change		
<b>Further information (where necessary)</b>	<b>Submission Update:</b> Following Pre-submission (Reg19) consultation, two minor amendments are proposed to the policy. It is not considered that these changes would alter the outcome of the analysis.		

Table 4.55 Analysis of policy NS33: High Quality Public Transport- Rail Infrastructure

## NS34: High Quality Public Transport- Bus Provision

Policy NS34: High Quality Public Transport- Bus Provision	
Establishing relevance to equality and scoping the analysis	
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)

Policy NS34: High Quality Public Transport- Bus Provision							
Establishing relevance to equality and scoping the analysis							
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	Along with policy NS30, this policy aims to ensure that Maltkiln is served by a high-quality bus network. The policy sets out a number of specific requirements, including connecting to key locations within the settlement and the wider network to access other settlements, and bus stops within 400m of most houses. The policy is intended to benefit all but will be particularly beneficial to those who are less able to walk and cycle and who do not have access to a private car. People less able to walk and cycle would disproportionately include older people and people with mobility disabilities. People without access to a private car would disproportionately include the same groups as well as young people.						
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick)</b>							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
X	X						
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							
Eliminate unlawful discrimination, harassment and victimisation	Advance equality of opportunity between different groups	Foster good relations between different groups					
	X						
<b>3. Further Information (if necessary):</b>							

Table 4.56 Scoping of policy NS34: High Quality Public Transport- Bus Provision

Policy NS34: High Quality Public Transport- Bus Provision		
Analysing and addressing impacts		
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)	
<b>1. What data/research/consultation do you have to support the analysis?</b>	Census 2011 data; relevant comments submitted at regulation 18 consultation; comments and feedback from targeted stakeholder meetings; equality analysis that informed preparation of similar approaches in the adopted local plan	
<b>Equality duty: The Equality Act (2010) requires public bodies to have 'due regard' to the need to:</b>		
<b>i. Eliminate unlawful discrimination, harassment and victimisation.</b>	<b>ii. Advance equality of opportunity between different groups.</b>	<b>iii. Foster good relations between different groups.</b>
<b>2. How will the policy affect communities in terms of aims 1 - 3 of the Act? Please indicate positive or negative and low, medium or high for each.</b>		
<b>3. Briefly explain the policy effects identified.</b>		
AGE: Advance equality of opportunity between different groups: Positive (Medium)		
DISABILITY: Advance equality of opportunity between different groups: Positive+ (Medium)		
The policy will advance the equality of opportunity for older people and people with mobility disabilities who are less able to walk or cycle and who do not have access to a private car to access services, facilities and (where relevant) employment opportunities by providing access to bus provision. By the same means the policy will also advance the equality of opportunity for young people who do not have access to a car to access services, facilities and employment opportunities.		
<b>4. What measures does or could the policy include to mitigate any adverse effects or disproportionate impacts?</b>		
Not applicable		

Policy NS34: High Quality Public Transport- Bus Provision			
Analysing and addressing impacts			
<b>5. What measures does or could the policy include to advance equality and foster good relations?</b>			
The policy advances equality by ensuring the groups identified can access services, facilities and (where relevant) employment opportunities.			
<b>6. Which of the following actions will be followed?</b>			
No major change - the Equality Analysis demonstrates that the policy is robust and that the evidence shows no potential for discrimination and that all opportunities to promote equality have been taken.	Adjust the policy to remove barriers or better promote equality.	Continue the policy despite potential for adverse impact or missed opportunities to promote equality.	Stop and remove the policy - if the policy shows actual or potential unlawful discrimination it must be stopped and removed or changed.
<b>Answer</b>	No major change		
<b>Further information (where necessary)</b>	<b>Submission Update:</b> Following Pre-submission (Reg19) consultation, no amendments are proposed to this policy.		

Table 4.57 Analysis of policy NS34: High Quality Public Transport- Bus Provision

## NS35: Street Hierarchy

Policy NS35: Street Hierarchy							
Establishing relevance to equality and scoping the analysis							
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)						
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	This policy aims to ensure that street design is optimised to encourage and enable sustainable travel choices through a street hierarchy that ensures streets designs serve specific purposes. The policy is intended to benefit all. It is not considered that the policy has relevance to equality.						
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick)</b> Not applicable							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							
Eliminate unlawful discrimination, harassment and victimisation		Advance equality of opportunity between different groups			Foster good relations between different groups		
<b>3. Further Information (if necessary):</b>	<b>Submission Update:</b> Following Pre-submission (Reg19) consultation, no amendments are proposed to this policy.						

Table 4.58 Scoping of policy NS35: Street Hierarchy

## NS36: Highway Mitigation and Improvements

Policy NS36: Highway Mitigation and Improvements	
Establishing relevance to equality and scoping the analysis	
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)

Policy NS36: Highway Mitigation and Improvements							
Establishing relevance to equality and scoping the analysis							
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	This policy aims to ensure that the development of the new settlement does not lead to unacceptable impacts on the highway network. The policy sets out a number of specific requirements including improvements to existing junctions, a new link route and vehicular bridge over the rail line and the retention of undeveloped land to facilitate potential dualing of the A59 in future. The policy is intended to benefit all. It is not considered that the policy has relevance to equality.						
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick)</b> Not applicable							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							
Eliminate unlawful discrimination, harassment and victimisation	Advance equality of opportunity between different groups	Foster good relations between different groups					
<b>3. Further Information (if necessary):</b>	<b>Submission Update:</b> Following Pre-submission (Reg19) consultation, no amendments are proposed to this policy.						

Table 4.59 Scoping of policy NS36: Highway Mitigation and Improvements

## NS37: Minimising Car Use

Policy NS37: Minimising Car Use							
Establishing relevance to equality and scoping the analysis							
<b>Stage:</b>	Pre-submission- regulation 19 (October 2022)						
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	The DPD includes provisions intended to reduce car use through the location of development and provision of alternative modes. To complement these this policy seeks to reduce car use with reference to a vehicle trip budget that sets maximum levels. It is not considered that this has relevance to equality. The policy, along with policy NS5, also sets an approach to reduce levels of residential car parking provision, although this is responsive to levels of use in order to reduce the potential for parking littering. The approach identifies a target of 1 space or less per dwelling to be achieved over time where it can be demonstrated greater levels are not required. This requires most spaces to be unallocated. The approach is intended to benefit all, including through improved air quality, particularly in the early years when some car trips will still rely on internal combustion engines. This impact will be particularly beneficial to people with respiratory disabilities. However it is recognised that restricting parking provision could negatively affect those who rely on private car travel due to mobility disabilities and this may include some older people as the prevalence of disability increases with age. The policy also requires parking to the north of Cattal station. Whilst beneficial to all this will particularly benefit residents, including those from nearby settlements, with mobility disabilities who rely on a private car to access rail services. Finally the policy requires a car club and shared mobility schemes, it is not considered that these are relevant to equality; as well as a central mobility hub, this is investigated as part of considering policy NS33.						
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick)</b>							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
X	X						
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							

Policy NS37: Minimising Car Use		
Establishing relevance to equality and scoping the analysis		
Eliminate unlawful discrimination, harassment and victimisation	Advance equality of opportunity between different groups	Foster good relations between different groups
X	X	
<b>3. Further Information (if necessary):</b>		

Table 4.60 Scoping of policy NS37: Minimising Car Use

Policy NS37: Minimising Car Use			
Analysing and addressing impacts			
<b>Stage:</b>		Pre-submission- regulation 19 (October 2022)	
<b>1. What data/research/consultation do you have to support the analysis?</b>		Census 2011 data; relevant comments submitted at regulation 18 consultation; comments and feedback from targeted stakeholder meetings; equality analysis that informed preparation of similar approaches in the adopted local plan	
<b>Equality duty: The Equality Act (2010) requires public bodies to have 'due regard' to the need to:</b>			
<b>i. Eliminate unlawful discrimination, harassment and victimisation.</b>	<b>ii. Advance equality of opportunity between different groups.</b>	<b>iii. Foster good relations between different groups.</b>	
<b>2. How will the policy affect communities in terms of aims 1 - 3 of the Act? Please indicate positive or negative and low, medium or high for each.</b>			
<b>3. Briefly explain the policy effects identified.</b>			
AGE: Advance equality of opportunity between different groups: Positive (Low) and Eliminate unlawful discrimination, harassment and victimisation: Positive (Medium)			
DISABILITY: Advance equality of opportunity between different groups: Positive (Low) and Eliminate unlawful discrimination, harassment and victimisation: Positive (Medium)			
The policy will help to reduce levels of air pollution, particularly in the early years of Maltkiln when some car trips will still rely on polluting internal combustion engines. This will particularly benefit people with respiratory disabilities, which may disproportionately include older people as the prevalence of disability increases with age. The policy will help to secure access to rail services for those who rely on a private car to access a station by ensuring car parking at Cattal station. This will particularly benefit people with mobility disabilities, which may disproportionately include older people as the prevalence of disability increases with age. An inability for these groups to access rail travel could be considered discriminatory.			
<b>4. What measures does or could the policy include to mitigate any adverse effects or disproportionate impacts?</b>			
It is recognised that restricting residential parking and promoting unallocated off-plot parking has potential to negatively affect those who rely on private car travel due to mobility disabilities, which may disproportionately include older people. Without action this could reduce the ability of these groups to play a full role in society and therefore work against advancing equality of opportunity. However it is noted that these impacts would not occur if on-plot parking exists and it is noted that on-plot parking is not prohibited by the policy. To mitigate impacts where on-plot parking is not provided the policy justification sets out that off-plot parking should be near to the homes it serves and that this is particularly important for homes designed for wheelchair users. It also promotes the use of 'disabled-only' restrictions on parking intended for these homes and requires that management arrangements of parking allow users to secure 'disabled-only' restrictions where their needs change and/or require such provision.			
<b>5. What measures does or could the policy include to advance equality and foster good relations?</b>			
The policy advances equality of opportunity for people with respiratory disabilities, which may disproportionately include older people, by reducing the incidence of days when people with severe respiratory problems suffer difficulties if they go outdoors ensuring that these groups can play a full role in society and access services, facilities and (where relevant) employment opportunities.			
<b>6. Which of the following actions will be followed?</b>			
<b>No major change - the Equality Analysis demonstrates that the policy is robust and that the evidence shows no potential for</b>	<b>Adjust the policy to remove barriers or better promote equality.</b>	<b>Continue the policy despite potential for adverse impact or missed opportunities to promote equality.</b>	<b>Stop and remove the policy - if the policy shows actual or potential unlawful discrimination it must be stopped and removed or changed.</b>

Policy NS37: Minimising Car Use			
Analysing and addressing impacts			
discrimination and that all opportunities to promote equality have been taken.			
Answer	<p>No major change</p> <p>It is noted that both positive and negative potential impacts have been identified. However, it is considered that the measures included in response to the negative impacts will provide satisfactorily mitigation so that the overall impacts will be positive, as set out above..</p>		
Further information (where necessary)	<p><b>Submission Update:</b> Following Pre-submission (Reg19) consultation it is proposed to amend the policy to clarify the approach to residential parking provision, in particular where there is evidence that the targeted level of provision would be inadequate. It is not considered that this change would alter the analysis above. In addition, in part as a result of a comment on the equality analysis report, it is also proposed to amend the policy by moving the mitigation measures identified above from the justification text to the policy in order to give these issues greater weight in the decision-making process. It is considered that the existing analysis already sufficiently recognises these measures. Finally a further mitigation requiring off-plot parking to provide sufficient space to allow easy access to the sides and rear of vehicles is also proposed to be added to policy. While this would be of benefit to people with mobility problems not significant enough to warrant disability provision, it is not considered that this change would alter the analysis above.</p>		

Table 4.61 Analysis of policy NS37: Minimising Car Use

## Conclusion

**4.80** The scoping of draft policies in the access and movement chapter has identified that the following policies have relevance to equality:

- NS30: Sustainable Travel and Connectivity;
- NS33: High Quality Public Transport- Rail Infrastructure;
- NS34: High Quality Public Transport- Bus Provision;
- NS37: Minimising Car Use.

**4.81** Where scoping has identified that a policy has relevance to equality an analysis has taken place to understand the likely impacts on protected groups of implementing the policy. Where scoping has identified that a policy is not relevant to equality no further analysis has taken place.

**4.82** The analysis of relevant policies has considered how the likely impacts relate to the requirements of the public sector equality duty, whether these impacts are positive or negative and whether the impact would be high, medium or low. The duty requires that the council gives due regard to the need to:

1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

**4.83** The analysis has informed consideration of whether the policy should be included in the DPD in its current form, amended to better reflect equality legislation and the public sector duty or removed from the DPD.

**4.84** A summary of the likely effects of draft policies in the access and movement chapter is shown below. The table identifies the policies with likely effects on equalities and how the effects of each policy relate to protected characteristics and the requirements of the public sector equality duty.

	Eliminate unlawful discrimination, harassment and victimisation.			Advance equality of opportunity between different groups.			Foster good relations between different groups.		
	Positive			Positive			Positive		
	High	Medium	Low	High	Medium	Low	High	Medium	Low
Age		NS33; NS37			NS30; NS33; NS34	NS37			
Disability		NS33; NS37			NS30; NS33; NS34	NS37			
Gender reassignment									
Race									
Religion/belief									
Pregnancy and maternity		NS33			NS33				
Sexual orientation									
Sex (gender)									

Table 4.62 Likely effects of policies in the access and movement chapter

**4.85** The analysis has identified that four of the eight policies in the access and movement chapter are relevant to equality and have positive effects.

**4.86** The analysis suggests that all four policies will have positive effects connected to age and disability. The benefits include reduced incidents of air pollution, access to shops and services for those with reduced ability to walk or cycle and who do not have access to a private car, access to the rail network, and travel plans that include information tailored to the needs of different demographic groups.

**4.87** However, alongside reducing air pollution, the analysis identifies that policy NS37: Minimising Car Use has the potential for negative impacts on people with mobility disabilities who rely on use of a private car. In response the DPD acknowledges this issue with the policy requiring proposals to include specific measures to reduce the likelihood of this negative effect being realised.

**4.88** The analysis also identifies benefits for those who are pregnant or have recently given birth, through the requirement for various step-free accesses.

**4.89** Each of the policies has effects concerned with advancing the equality of opportunity, although the pregnancy and maternity benefits only arise from policy NS33. In most cases the scale of these benefits is considered to be medium.

**4.90** Importantly the analysis identifies that policies NS33 and NS37 will help to eliminate unlawful discrimination by ensuring access to rail services for older people, people with disabilities and people who are pregnant or have recently given birth, including through the provision of car parking at the station. The scale of these effects is considered to be medium.

## Infrastructure and Delivery

**4.91** This section details the results of the equality analysis of the draft policy in the infrastructure and delivery chapter of the DPD:

- NS38: Infrastructure and delivery;

- 4.92** The likely relevance of the policy to equality issues has been identified through a scoping exercise.
- 4.93** Where scoping suggests a policy is relevant to equality issues the protected group (or groups) and the part (or parts) of the equality duty that are likely to be impacted by the policy are identified.
- 4.94** The potential impacts of the policy on people with protected characteristics are then analysed and, where necessary, the analysis further influences the development of the policy to better promote equality.
- 4.95** Where scoping suggests a policy is not relevant to equality issues further analysis does not take place.
- 4.96** The results of the scoping and, if relevant, analysis of this policy is set out below

### NS38: Infrastructure and Delivery

Policy NS38 Infrastructure and Delivery							
Establishing relevance to equality and scoping the analysis							
<b>Stage:</b>	Submission. The inclusion of this policy is a proposed modification following Regulation 19 consultation						
<b>1. Describe how the policy aims relate to equality and who is intended to benefit</b>	This policy aims to ensure that Maltkiln is developed with a comprehensive approach to common infrastructure in order that infrastructure is delivered in a coordinated and timely manner. As the policy is concerned with all types of infrastructure necessary to meet the needs of those living working or spending time at Maltkiln, it is intended to benefit all. While specific types of infrastructure are likely to be more beneficial to people with particular protected characteristics, the wide range of infrastructure covered by the policy makes analysis of effects on particular groups challenging. On the basis that, where necessary, the requirements for specific infrastructure are set out in other DPD policies, which are scoped and, where relevant, analysed individually, it is considered that this policy should not be analysed further.						
<b>2. Which protected groups and which parts of the equality duty are relevant? (tick)</b> Not applicable							
2a. Protected characteristics:							
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:							
Eliminate unlawful discrimination, harassment and victimisation		Advance equality of opportunity between different groups			Foster good relations between different groups		
<b>3. Further Information (if necessary):</b>							

Table 4.63 Scoping of policy NS38: Infrastructure and Delivery

### Conclusion

- 4.97** The scoping of the draft policy in the infrastructure and delivery chapter has identified that the single policy in this chapter is not relevant to equality.

- 4.98** Where scoping identifies that a policy has relevance to equality an analysis takes place to understand the likely impacts on protected groups of implementing the policy. Where scoping identifies that a policy is not relevant to equality no further analysis takes place.

## 5 Conclusion

- 5.1** Equality analysis has taken place alongside the development of the New Settlement (Maltkiln) DPD to understand the potential effects of emerging policies on people with protected characteristics and to use this information to seek to eliminate negative effects and maximise positive effects.
- 5.2** The DPD policies have been scoped for relevance to equality and the likely effects of policies with relevance to equalities have been analysed. The results of the scoping and analysis work, as relevant for each policy, are set out in section four. The section also contains summaries of how the policies in each chapter of the DPD will affect people with protected characteristics.
- 5.3** A summary of the likely effects of all draft policies with relevance to equalities is shown below. The table identifies how the effects of each policy relate to protected characteristics and the requirements of the public sector equality duty.
- 5.4** The results indicate that none of the policies have an overall negative effect and many policies have positive effects for individuals and groups with protected characteristics, with the greatest number relating to the characteristics of age and disability.
- 5.5** Most importantly the analysis shows that the DPD will help to eliminate discrimination due to age, disability and pregnancy and maternity. It also shows that, through a large number of policies, the DPD will advance the equality of opportunity in relation to most protected characteristics. To a lesser degree the DPD will also help to foster good relations between groups.

	Eliminate unlawful discrimination, harassment and victimisation.			Advance equality of opportunity between different groups.			Foster good relations between different groups.		
	Positive			Positive			Positive		
	High	Medium	Low	High	Medium	Low	High	Medium	Low
<b>Age</b>	NS6	NS33; NS37		NS6; NS23; NS24; NS28	<del>NS5</del> ; <b>NS2</b> ; NS9; NS22; NS26; NS27; NS29; <b>NS30</b> ; NS33; NS34	<del>NS2</del> ; NS7; NS11; NS37			NS22; NS23; NS26
<b>Disability</b>	NS6	NS33; NS37	<b>NS28</b>	NS6; NS22; NS23; NS24; <b>NS28</b>	<del>NS5</del> ; <b>NS2</b> ; NS9; NS26; <b>NS30</b> ; NS33; NS34	<del>NS2</del> ; NS7; NS11; NS37		<b>NS28</b>	NS22; NS23; NS26
<b>Gender reassignment</b>				NS6					NS26
<b>Race</b>				NS6					NS26
<b>Religion/belief</b>				NS6					NS26
<b>Pregnancy and maternity</b>		NS33			NS29; NS33				NS26
<b>Sexual orientation</b>									NS26
<b>Sex (gender)</b>									NS26

Table 5.1 Likely effects of DPD policies

- 5.6** As discussed above, the equality analysis of the New Settlement (Maltkiln) DPD indicates that the plan will not lead to discrimination, harassment or victimisation but will help to eliminate such conduct. Implementation of the DPD will also advance the equality of opportunity for individuals and groups with protected characteristics and help to foster good relations between groups.
- 5.7** It is considered that all reasonable and proportionate steps have been taken to maximise the positive equality benefits that will be realised through delivery of the DPD and, as such, the public sector equality duty has been met.



