

Equalities Impact Assessment

Equality Impact Assessment (EqIA) is a rigorous and systematic tool for checking that policies/projects/practices and services take into account the needs of those groups identified in law as being at risk of discrimination (otherwise known as protected characteristics). This covers both our service users and our employees. It is important to note that EIAs should be done in a way that is both effective and proportionate to the size and structure of the organisation.

It is also important to note that EqIAs are not simply about removing potentially negative impacts, they are also an opportunity to identify ways to promote equality of opportunity and ensure greater access to public services. EqIAs are about considering any negative or adverse impacts that can be removed or mitigated where possible. However, any negative or adverse impacts that amount to unlawful discrimination, must be removed. In brief EqIAs provide a system of quality assurance and an opportunity to:

1. Eliminate discrimination
2. Tackle inequality
3. Improve access and remove any barriers to opportunities
4. Develop a better understanding of the community we serve by consulting our customers
5. Target resources efficiently
6. Adhere to the transparency and accountability element of the Public Sector Equality Duty
7. Consider the people who are not using our services and the possible reasons for this.
8. Provide evidence that we are advancing equality of opportunity

PROTECTED GROUPS

The protected groups as defined by the Equality Act 2010 are:

Protected groups	Summary
Age	Where this is referred to, it refers to a person belonging to a particular age or range of ages (e.g. 18 - 30 year olds).
Disability	A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
Gender Reassignment:	The process of transitioning from one gender to another.
Marriage and civil partnership	Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.
Pregnancy and maternity	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
Race	This refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.
Religion and belief	Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.
Gender	A man or a woman
Sexual orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

1. What is the overall purpose and aim of this strategy/plan?

The New Forest Local Plan Review 2016-2036 (Part One) will:

- set out policies for the use, development or protection of land and buildings looking ahead at least fifteen years;
- identify how much new housing and commercial development is needed, where, and how it will be delivered;
- set out development management policies to update those already adopted in Part Two.

The New Forest Local Plan Review Plan Part One provides a policy framework for the delivery of sustainable development across the District which will form a transparent basis for planning decisions. It will help to support local residents, local community organisations, town and parishes, councillors and developers to understand the policies that development management officers will use to determine applications. By applying a consistent framework to all development the aim is to benefit communities and businesses on a balanced basis.

The implementation of the Local Plan will be monitored by the council on a regular basis to assess the extent to which they are being implemented as intended, and whether objectives are being achieved. Public consultation has informed the Local Plan at a number of stages in the process and communities have had opportunities to influence and shape the content of the plan.

This Equality Impact Assessment (EqIA) covers the detailed policies and additional site allocations proposed in the Local Plan Review Part One.

2. What are the main aspects of the strategy/plan where consideration of equality impacts and issues need to be incorporated?

Consider the various elements of your policy/practice/proposal or service where equality issues are likely to be apparent, i.e. which of the processes significantly impact on people; access, understanding, financial impact, etc. It may help to ask your customers, or those the policy/practice/proposal or service affects to answer this question.

3. Relevance Assessment - which group(s) of people (if any), do we think will, or potentially can be, affected by this strategy/plan?

The “Relevance Assessment” requires us to consider the 9 protected groups and decide whether our policy/practice/proposal may have an impact on these groups. Where it is concluded that the impact is none or low this should be recorded and we must give our reasons why we have made this assessment.

IMPACT LEVELS

The following key has been used to score the Local Plan policies:

No Impact	0	This indicates that the strategy/plan is likely to have little or no discernible impact on the community as a whole
Unknown	?i	Unknown impact in relation to the community as a whole, or depends on implementation
Low Impact	+ / -	Similar to no impact, but requires some thought to be given. The issues are clear and the impact is likely to be minimal. However, it may be worth seeking advice before making this judgement. The policy may be positively beneficial or negative for particular groups.
Medium Impact	++ / --	Negative or positive outcome for these specific groups in relation to the community as a whole, for example meeting their needs. The issues are clear and actions are required e.g. to gather more information or to take specific steps to ensure that some groups will not be unfairly discriminated against or disadvantaged.
High Impact	+++ / ---	This applies usually to significant changes in policies and processes. The issues will be clear and the actions to address them need to be specific, time limited and verifiable.

Detailed Analysis

Policy		Age	Gender	Disability	Race	Religion & Belief	Sexual Orientation	Marriage/Civil Partnership	Gender reassignment	Maternity	Summary of effect
STR1	Achieving sustainable development	+	0	+	0	0	0	0	0	0	This policy seeks to ensure that development is adaptable for occupiers (helping those that require specific housing requirements e.g. due to impaired mobility) and that necessary services and infrastructure are provided for all stages of life.
STR2	Protection of the countryside, AONB and setting of New Forest NP	0	0	?	0	0	0	0	0	0	Local implementation of schemes to mitigate recreational impacts of development on internationally protected sites could lead to physical restrictions on certain routes or areas, but this will depend on the design of the scheme(s) and could be appropriately mitigated.
STR3	The strategy for locating new development	+	0	+	0	0	0	0	0	0	The policy seeks to locate development in accessible locations which will assist those who experience reduced mobility.
STR4	The settlement hierarchy	0	0	0	0	0	0	0	0	0	No effect on any protected group
STR5	Meeting housing needs	0	0	0	0	0	0	0	0	0	No effect on any protected group
STR6	Sustainable economic growth	0	0	0	0	0	0	0	0	0	No effect on any protected group
STR7	Strategic transport proposals	+	0	+	0	0	0	0	0	0	This policy seeks to improve accessibility and improve road safety – these have positive impacts especially on vulnerable age groups and those with reduced mobility.
STR8	Community services and infrastructure development	+	0	++	0	0	0	0	0	+	This policy seeks to improve accessibility to facilities and community services – this will have positive impacts especially on vulnerable age groups and those with disability impairments.
STR9	Development on land within a Minerals Safeguarding Area or Minerals Consultation Area	0	0	0	0	0	0	0	0	0	No effect on any protected group
DM2	Nature conservation, biodiversity and geodiversity	0	0	0	0	0	0	0	0	0	No effect on any protected group
ENV1	Mitigating the impact of development on International Habitats	0	0	0	0	0	0	0	0	0	No effect on any protected group
DM1	Heritage and conservation	0	0	0	0	0	0	0	0	0	No effect on any protected group
ENV2	The South West Hampshire Green Belt	0	0	0	0	0	0	0	0	0	No effect on any protected group
ENV3	Design quality and local distinctiveness	+	0	++	0	0	0	0	0	0	The policy requires development to create spaces that are accessible to those with disabilities or reduced mobility – which has positive impacts in particular for older groups and those with reduced mobility.
ENV4	Landscape character and quality	0	0	0	0	0	0	0	0	0	No effect on any protected group
CS7	Open Space, sport and recreation	+	0	+	0	0	0	0	0	0	This policy requires all new residential developments to make provision for appropriately designed public open space, either through on site provision of new open space or by financial contribution to enhance or create off-site provision and management of public open space. This benefits all age groups through better access to open spaces and active recreation sites, and through modern design standards also provides good access for those with reduced mobility.
HOU1	Housing type, size and choice	+	0	0	0	0	0	0	0	0	This requires a diversity of housing types, and a range of types for all stages of life.
HOU2	Affordable housing	0	0	0	0	0	0	0	0	0	No effect on any protected group
HOU3	Residential Accommodation for older people	+	0	0	0	0	0	0	0	0	Positive impacts on age, in particular the provision of residential dwellings for older people – this also scores positively for those who have developed reduced mobility / other impairments due to age.
HOU4	Gypsies, travellers and travelling showpeople	+	0	+	0	0	0	0	0	0	Policy will help families from cultures where it is important to live in close proximity to family members.
HOU5	Rural housing Exception Sites and Community Led Housing Schemes	+	0	+	0	0	0	0	0	0	This policy includes provision for self-build homes - this is particularly helpful to those with special design needs due to disability or age
ECON1	Employment land and development	0	0	0	0	0	0	0	0	0	No effect on any protected group

ECON2	Retention of employment sites and consideration of alternative uses	0	0	0	0	0	0	0	0	0	No effect on any protected group
ECON3	Marchwood Port	0	0	0	0	0	0	0	0	0	No effect on any protected group
ECON4	Port development at Dibden Bay	0	0	0	0	0	0	0	0	0	No effect on any protected group
ECON5	Retail development and other main town centre uses	+	0	+	0	0	0	0	0	0	The policy directs town centre uses to defined areas within the district settlements – this will protect accessibility in particular for those who have reduced mobility.
ECON6	Primary, secondary and local shopping frontages	+	0	+	0	0	0	0	0	0	This policy seeks to ensure that services remain conveniently accessible to surrounding residential areas, which better serves the older and less mobile groups in the community.
CS19	Tourism	0	0	0	0	0	0	0	0	0	No effect on any protected group
CS21	Rural economy	0	0	0	0	0	0	0	0	0	No effect on any protected group
CCC1	Safe and healthy communities	++	0	+	0	0	0	0	0	0	The policy safeguards public safety, and in particular those of those at higher risk from the hazards set out in the policy (e.g. the elderly and less mobile).
DM6	Coastal change management areas	+	0	+	0	0	0	0	0	0	The policy safeguards public safety, and in particular those of those at higher risk from the erosion hazard set out in the policy (e.g. the elderly and less mobile).
CCC1	Safe and sustainable travel	+		+	0	0	0	0	0	+	The policy promotes the provision of safe access and improved mobility – and will therefore benefit the elderly, those with reduced mobile and young families.
DM26	Development generating significant freight movement	0	0	0	0	0	0	0	0	0	No effect on any protected group
DM4	Renewable and low carbon energy generation	0	0	0	0	0	0	0	0	0	No effect on any protected group
IMPL1	Developer contributions	0	0	0	0	0	0	0	0	0	No effect on any protected group
IMPL2	Development standards	+	0	++	0	0	0	0	0	0	This policy will ensure that more houses are built to a standard which provides suitable homes for those with physical disabilities and older people.
SS1	North of Totton	+	0	+	0	0	0	0	0	0	Provision of community and commercial hub will provide positive effects on those who require facilities local to them, including those with reduced mobility.
SS2	West of Marchwood	+	0	+	0	0	0	0	0	0	Provision of community and commercial hub will provide positive effects on those who require facilities local to them, including those with reduced mobility.
SS3	North of Marchwood (Cork's Farm)	0	0	0	0	0	0	0	0	0	
SS4	The former Fawley Power Station	+	0	+	0	0	0	0	0	0	Village-scale community provision will service the needs of a range of ages and mobility levels.
SS5	South-west of Lymington	0	0	0	0	0	0	0	0	0	No effect on any protected group
SS6	South of Lymington	0	0	0	0	0	0	0	0	0	No effect on any protected group
SS7	North-east of Milford-on-Sea	0	0	0	0	0	0	0	0	0	No effect on any protected group
SS8	Central Hordle	0	0	0	0	0	0	0	0	0	No effect on any protected group
SS9	North Hordle	0	0	0	0	0	0	0	0	0	No effect on any protected group
SS10	North-east New Milton	0	0	0	0	0	0	0	0	0	No effect on any protected group
SS11	South-west New Milton	0	0	0	0	0	0	0	0	0	No effect on any protected group
SS12	West of Bransgore	0	0	0	0	0	0	0	0	0	No effect on any protected group
SS13	South of Ringwood	0	0	0	0	0	0	0	0	0	No effect on any protected group
SS14	East of Ringwood	0	0	0	0	0	0	0	0	0	No effect on any protected group
SS15	North of Ringwood	0	0	0	0	0	0	0	0	0	No effect on any protected group
SS16	East of Ashford	0	0	0	0	0	0	0	0	0	No effect on any protected group
SS17	North-west of Fordingbridge	0	0	0	0	0	0	0	0	0	No effect on any protected group
SS18	North of Fordingbridge (Burgate)	+		+							village core / community hub will service a range of ages & mobility levels.