



Equality Impact Assessment of

*Local Development Framework Core Strategy*

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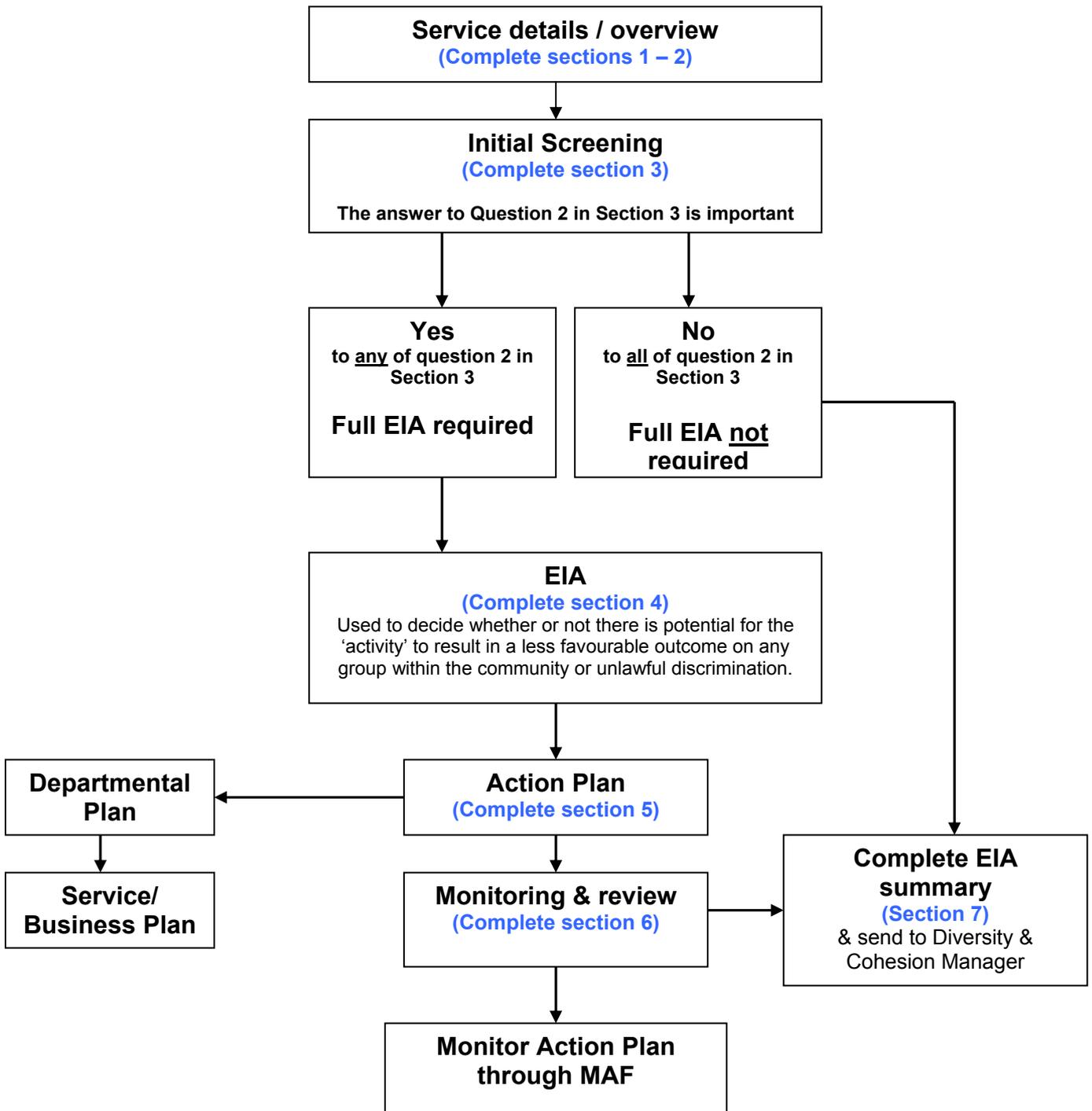


# Equality Impact Assessment (EIA) Flow Chart: Knowing when to do one

The following process should be used when revising, introducing or measuring new:

- policies
- strategies
- procedures
- services
- project
- function

Will be referred to as 'activity' throughout the document



# Equality Impact Assessment Form

Section 1: Your Details			
Managers Name:	David Proctor		
Department:	Regeneration & Environment		
Service:	Forward Planning and Transport Policy		
Assessment Lead:	David Proctor		
Telephone:	01254 585570		
E-mail:	david.proctor@blackburn.gov.uk		
Who else will be involved:	BwD Forward Planning team, plus substantial information from Sustainability Appraisal already carried out for the Core Strategy which considered equality issues.		
Signature:	David Proctor	Date:	April 2010

Section 2: What is being assessed?
<p>Name of 'activity':  <i>policy/strategy/procedures/services/projects/functions will be referred to as 'activity' throughout the document.</i></p> <p>Local Development Framework Core Strategy</p>
<p>Implementation Date: Submitted to SoS 13th April 2010</p>
<p>How was the need for the 'activity' identified:            Statutory requirement under Planning Acts</p>
<p>How is the service meeting that need:            Preparing the Core Strategy in line with legislation - see Soundness Self Assessment and Assessment of Legal Compliance submitted with Core Strategy.</p>

Section 3: Initial screening					Guidance	
1. What is the 'activity' looking to achieve?	<p><i>What is the aim &amp; objectives?</i></p> <p>The Core Strategy is the overarching spatial planning strategy for the Borough, covering the period to 2026. It will a) directly inform the determination of planning applications, b) inform the development of more detailed planning policies, and c) direct the activity of the Council and its partners in bringing forward regeneration, development and infrastructure projects.</p> <p>The Core Strategy has the following strategic objectives:</p> <p>A) Create conditions allowing a change in emphasis to a higher-wage, higher-skill economy, while continuing to support traditional industries</p> <p>B) Retain and attract skilled and qualified people to live in the Borough</p> <p>C) Ensure that local people benefit from economic growth and have sustainable access to services and facilities</p> <p>D) Improve the quality of the local environment and the Borough's physical setting</p> <p>E) Increase levels of demand both for existing housing stock and for new development in inner urban areas</p> <p>F) Minimise the Borough's environmental footprint</p> <p>G) Be ready for the effects of climate change</p> <p>H) Consolidate the roles of the main settlements in the Borough: Blackburn as a sub-regional centre; Darwen as a market town with a distinct identity</p> <p>I) Widen the range of activities taking place in the Borough's town centres</p> <p>J) Ensure that the Borough's rural areas and villages have a sustainable future</p> <p>K) Promote the development of mixed communities</p>					
2. Does the 'activity' have the potential to:	<b>Group</b>	<b>Y/N</b>	<b>Negative</b>	<b>Y/N</b>	<b>Positive</b>	<i>NB: Requires (existing or new) consultation with 'relevant' people</i>
• have a <b>positive</b> impact (benefit) on	Age	N		Y		
	Gender	N		Y		

<p>any of the groups?</p> <ul style="list-style-type: none"> <li>• have a <b>negative impact / exclude / discriminate</b> against any person or group?</li> </ul> <p>And if so how?</p>	Sexual orientation	N		N		<p><i>who are from these groups or who have knowledge insight into these groups.</i></p>
	Race/Ethnicity	Y		Y		
	Disability	N		Y		
	Religion/Belief	N		N		
	Vulnerable Groups	N		Y		
	Socio-economic Deprivation	Y		Y		
	Other (please state)					
<p>3. What is the overall cost of implementing the proposed 'activity' and the expected benefits that can be identified?</p>	<p><u>Cost</u> Total annual budget for Local Development Framework and staffing for Forward Planning and Transport Policy Group is approx £xxxxxx</p> <p><u>Benefits</u> Sustainable pattern of development in the Borough; progression towards economic growth and a higher-wage economy; protection and enhancement of environmental assets; improved quality of local environment.</p>					<p><i>Input cost e.g. Financial investment, HR, to realise and achieve benefits of the activity</i></p>

<p>What targets/indicators will be used to measure these benefits?</p>	<p><u>Benefit</u> See implementation and monitoring frameworks accompanying each policy in the Core Strategy; and the Annual Monitoring Report.</p>	<p><u>Indicator</u> See implementation and monitoring frameworks accompanying each policy in the Core Strategy; and the Annual Monitoring Report.</p>	<p><i>For example National Indicators, Local Indicators... BVPI's</i></p>
<p>4. Does the 'activity' raise any issues for community cohesion?</p>	<p>The strategy has the potential to impact on community cohesion:</p> <ul style="list-style-type: none"> <li>* Policies for development in different areas of the Borough including those with, for example, a high concentration of BME residents. The strategy seeks to manage this by ensuring that all policies are clearly related to the strategy's overall objectives so that there is a clear rationale for their inclusion. The strategy specifically does NOT seek to put forward policies aimed at meeting the perceived needs of any particular ethnic or other group. Past experience has shown that such policies can impact negatively on community cohesion by creating an impression that one group is receiving favourable treatment.</li> <li>* Policies on the range and location of public facilities including activity in the Town Centres.</li> </ul>		<p><i>If the policy positively impacts some groups and negatively impacts or overlooks other sections of the community, what effect will this have on the relationship between these groups? How will you manage this relationship?</i></p>

**I've finished the Initial Screening what do I do next?**

Is a full Equality Impact Assessment required? Yes  No

} If all your answers to question 2 in Section 3 were '**No**' then go to section 7 – publishing, otherwise a Full Equality Impact Assessment is required - Go to Section 4.

Signature of person completing the initial screening: David Proctor.....

Date Completed: April 2010.....

Signature of Head of Service: .....

Date Completed: .....

**ACTION:** Please send all completed sections 1-3, including a summary for publication, to the Diversity & Cohesion Manager for analysis and sign off.

## Section 4: Full Equality Impact Assessment

### 1. Which group(s) does the 'activity' negatively impact?

*Copy and paste negative impacts from Section 3, Question 2.*

Group	Y/N	1. Impact	2. Can any of the negative impacts be justified on the grounds of promoting equality of opportunity for a different group?	3. What changes could be put in place to lessen/eliminate this negative impact?
Age	N			
Gender	N			
Sexual Orientation	N			
Race	Y	All planning policy has the POTENTIAL to impact negatively on particular ethnic groups, for example by imposing tight restrictions on forms of development sought by these groups such as places of worship or types of business.	All planning policy can be considered to restrict the rights of an individual in order to secure a wider benefit. This principle is enshrined in planning legislation and is a key reason why DPD's are subject to a rigorous assessment of soundness.	No change required – the Core Strategy is considered not to contain any unduly restrictive policies. This issue will be revisited in more detail in preparation of the Site Allocations and Development Management Policies DPD.
Disability	N			
Religion/Belief	N			

Vulnerable Groups	N			
Socio-economic Deprivation	Y	<p>If the Core Strategy pursued an exclusively growth-led strategy it would be likely to impact negatively on deprived groups:</p> <ul style="list-style-type: none"> <li>* Shift in balance of employment opportunities higher-skilled employment which does not match the skill base of parts of the population</li> <li>* Emphasis on “business park” type development around motorway junctions, which is typically difficult to access for those without a car</li> <li>* Excessive emphasis on provision of high-value housing, potentially in less accessible suburban or edge-of-town locations, and low priority for affordable housing, will discriminate against lower income groups unable to afford such housing or travel to and from more peripheral locations</li> </ul> <p>These issues were identified in the testing of strategic options through the Sustainability Appraisal.</p>	<p>Pursuing a growth strategy as one part of the Core Strategy is considered justified because of the wider benefits that will accrue to society.</p>	<p>No change required – the Core Strategy mitigates against this by:</p> <ul style="list-style-type: none"> <li>* Combining the growth strategy with mitigation measures specifically aimed at assisting local people to benefit, including co-ordination with education and skills programmes, and an emphasis on physical accessibility</li> <li>* Maintaining a balanced strategy including policies for the protection of local employment opportunities</li> </ul>
Other (please state)				

<p><b>4. What (existing or new) consultation has taken place with local people/groups affected by the 'activity'?</b>  See Statement of Consultation prepared alongside the Core Strategy. Multiple participation and consultation stages throughout the process, including Sustainability Appraisal with significant input from individuals not connected with preparation of the Core Strategy.</p>			<p><i>List consultation that has taken place</i></p>
<p><b>5. What research/studies/reports have you referred to in order to complete this full EIA?</b>  Sustainability Appraisal accompanying Submission Core Strategy.</p>			<p><i>e.g. previous EIA's, surveys, workforce monitoring, complaints, consultation exercises, national and local statistics, audits, academic research</i></p>
<p><b>6. Are there barriers which could restrict access to the benefits of the policy/strategy?</b>  No</p>			<p><i>e.g. communication/information, physical, access, location, sensitivity etc</i></p>

<b>Section 5: Action Plan</b>				
<b>What is the negative impact?</b>	<b>Actions required to reduce/eliminate the negative impact</b>	<b>Resources required (see guidance note below)</b>	<b>Who will lead on action</b>	<b>Target completion date</b>
Potential impact of more detailed Development Management policy on ethnic groups' building / development aspirations	Attention through early EIA for Site Allocations and Development Management Policies DPD	No additional resources required	BwD Planning	Summer 2011 as part of evidence gathering / issues consultation for Site Allocations and Development Management Policies DPD
Potential impact of highly growth-focused strategy	Implement balanced approach set out in Core Strategy through Development Management decisions and formulation of Site Allocations and Development Management Policies DPD	No additional resources required	BwD Planning	xxxxxx

\* 'resources required' is asking for a summary of the costs that are needed to implement changes to mitigate the negative impacts

## Section 6: Monitoring and Review

### Monitoring

The responsibility for establishing and maintaining the monitoring arrangements of the EIA action plan lies with the service completing the EIA. These arrangements should be built into the performance management framework.

The EIA action plan will also be visible at a corporate level through the scrutiny and sign off of the EIA summary by the Equality and Cohesion Manager.

Monitoring arrangements for Equality Impact Assessments and there subsequent action plans will be achieved at a strategic level, through the Management Accountability Framework (MAF), carried out by all Heads of Service.

<p>Please describe briefly, how the EIA action plan will be monitored?</p> <p><i>E.g. - Via MAF, - Monitored by departmental E&amp;D group</i></p>	<ul style="list-style-type: none"> <li>* Internally via MAF</li> <li>* Via EIA for Site Allocations and Development Management Policies DPD</li> <li>* Via AMR</li> </ul>
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### Review

The responsibility for establishing and maintaining the review arrangements of the EIA and the EIA action plan lies with the service completing the EIA.

		Guidance
Date of the next review of the EIA?	Revisit issues in more detail through EIA for Site Allocations and Development Management Policies DPD. Initial work at evidence gathering stage late 2010 / early 2011	<i>The EIA should be reviewed at least every three years to meet legislative requirements</i>
How often will the EIA action plan be reviewed?	Annually through AMR and service planning	
Who will carry out this review?	BwD Planning	

## Section 7: Publication

The publication of Equality Impact Assessments is a legal requirement. The format this should take though is not specified. Please find below a template covering the necessary sections to include in the published document.

Why is the policy being put into place, and what are its aims and objectives?

Statutory requirement under Planning Acts

The Core Strategy is the overarching spatial planning strategy for the Borough, covering the period to 2026. It will a) directly inform the determination of planning applications, b) inform the development of more detailed planning policies, and c) direct the activity of the Council and its partners in bringing forward regeneration, development and infrastructure projects.

The Core Strategy has the following strategic objectives:

- A) Create conditions allowing a change in emphasis to a higher-wage, higher-skill economy, while continuing to support traditional industries
- B) Retain and attract skilled and qualified people to live in the Borough
- C) Ensure that local people benefit from economic growth and have sustainable access to services and facilities
- D) Improve the quality of the local environment and the Borough's physical setting
- E) Increase levels of demand both for existing housing stock and for new development in inner urban areas
- F) Minimise the Borough's environmental footprint
- G) Be ready for the effects of climate change
- H) Consolidate the roles of the main settlements in the Borough: Blackburn as a sub-regional centre; Darwen as a market town with a distinct identity
- I) Widen the range of activities taking place in the Borough's town centres
- J) Ensure that the Borough's rural areas and villages have a sustainable future
- K) Promote the development of mixed communities

Who it may affect both positively and negatively?

**Positive:**

All residents, businesses and visitors in the Borough including groups of different ages, genders, races/ethnicities, disability and levels of deprivation.

**Negative:**

POTENTIAL to impact negatively on race/ethnicity groups and those facing deprivation.

What has been done to mitigate the negative effects?	Formulation of balanced strategy. Close attention to equality issues through preparation of Site Allocations and Development Management Policies DPD.
What were the results of consultation carried out?	See Consultation Statement accompanying Core Strategy. Key findings of consultation included the need to pursue a balanced strategy to ensure that people with lower skills and not owning a car could benefit from economic growth.
Any changes to the policy as a result of consultation?	See Consultation Statement
Review and monitoring arrangements	MAF EIA for Site Allocations and Development Management Policies DPD AMR
A copy of the full impact assessment can be found by following the link:  (Input hyperlink)	

***ACTION:*** Please send this summary, along with all completed sections, to the ***Diversity and Cohesion Manager*** in the Policy Department for audit purposes, and publication on the council website.