



Site Specific Proposals Draft Plan

Equality Impact Assessment

**North Norfolk District Council
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EQUALITY IMPACT ASSESSMENT

NORTH NORFOLK DISTRICT COUNCIL

SITE SPECIFIC PROPOSALS DRAFT DEVELOPMENT PLAN (SSP)

1. Introduction

- 1.1 The Race Relations Amendment Act 2000, Disability Discrimination Act 2005 and the Equality Act 2006 require an Equality Impact Assessment (EqIA) to be carried out for all services and policies delivered by Local Authorities.
- 1.2 The purpose of the EqIA is to highlight the likely impact of the strategy and policies on the target groups and to take action to improve the policies where appropriate as a result.
- 1.3 This document sets out the EqIA of the North Norfolk Site Specific Proposals Development Plan.
- 1.4 For the purpose of this assessment, the following equality issues have been considered:
 - Age
 - Disability
 - Gender
 - Race
 - Religion or Belief
 - Sexual Orientation

Directorate	Service	Author	Date Completed
Community	Planning Policy	Colin Reuben	February 2010
Title of the policy being assessed	Site Specific Proposals DPD		
Status of the policy	<p>The Site Specific Proposals Draft Development Plan is due to be submitted for independent examination in March 2010, and formally adopted at the end of 2010.</p> <p>The Planning Policy Service incorporate equality and diversity issues into their work, aiming to promote equal, inclusive and diverse neighbourhoods in North Norfolk, in support of the corporate values of the Council. The 'Site Specific Proposals Draft Plan' DPD has undergone a Sustainability Appraisal and Public Consultation process which allowed equality and diversity issues to be addressed, and which has ensured that members of the community have had the opportunity to comment on the proposals put forward.</p>		
1) What are the aims, objectives and purposes of the policy?	<p>The Site Specific Proposals Draft Plan (SSP) is a document which forms part of the Local Development Framework for North Norfolk. The purpose of the SSP is to identify land which the Council considers is suitable for future development. The sites identified in the SSP aim to meet the development needs of the District in accordance with the aims of the adopted 'Core Strategy' (see pages 17-19 of the Core Strategy), which has derived housing targets from the East of England Plan.</p> <p>Sites contained within the SSP are being promoted as proposed allocations, following a Sustainability Appraisal, Appropriate Assessment, local consultation and consideration of whether the sites are suitable and available for development, and achievable within the time frame of the plan, from 2010 until 2021. The policies contained within the SSP will inform decisions on future planning applications on the sites.</p> <p>The Sustainability Appraisal process is used to appraise the possible social, economic and environmental impacts of development on a number of alternative sites (see page 14 of the Site Specific Proposals Draft Plan). It is used throughout the process to ensure that these considerations are embedded in the Plan rather than being added on at the end. It should ensure that the Plan meets locally identified needs in a manner that accords with the principles of sustainability.</p> <p>Various stages of public and stakeholder consultation have been carried out during preparation of the SSP. The Council has gone beyond the minimum requirements of the Regulations in an attempt to ensure that interested parties have an opportunity to get involved.</p>		

	<p>This has included contact with ‘hard to reach’ groups and a variety of engagement methods. Further details are provided under questions 8 and 9, and within the SSP Consultation Statement and Statement of Community Involvement.</p>
<p>2) Does the policy support other objectives of the council?</p>	<p>The document supports the Council’s corporate vision contained within the ‘Changing Gear’ Corporate Plan;</p> <p>“Our vision for North Norfolk is of a place where everyone can enjoy a high quality of life and where the unique and attractive environment is sustained into the future.</p> <p>It is a place:</p> <ul style="list-style-type: none"> • where people feel safe and live in decent homes • where equality and diversity are valued and celebrated • where people have diverse career and training opportunities, and jobs which add value • where residents choose healthy lifestyles in sustainable communities and can access a wide range of activities which meet everyone's needs • where the environment is protected and where the identity and special character of the area is retained” <p>The ‘North Norfolk Community Strategy’ identified 3 priorities for the District which are integral to the Core Strategy and which the SSP aims to deliver through allocations for new development. These are:</p> <ul style="list-style-type: none"> - Improved housing; - Better jobs and prospects; and - Sustaining a high quality of life - a nice place to live, work and visit. <p>These themes are integral to the Core Strategy aims and inherent throughout the document. The SSP seeks to deliver these themes through the allocation of land for new development, and sections 2.1.6 to 2.1.11 describe how this should be achieved.</p> <p>High levels of affordable housing need is a particular issue which is reflected in the Corporate Plan, Community Strategy and the Core Strategy. The allocation of development sites in the SSP offers the opportunity for delivery of affordable housing in the District.</p>
<p>3) Who is intended to benefit from the policy, and in what way?</p>	<p>The allocations in the SSP apply to particular identified settlements and could apply to new and existing residents of North Norfolk (new homes, market and affordable), visitors to the District, local services and facilities providers (improvements to transport and infrastructure and allocation of mixed use land) and existing and new employers (new employment opportunities through allocation of employment/mixed use land).</p>

4) What outcomes are anticipated from the policy being in place?	<p>The allocations in the SSP identify new opportunities for a variety of development as follows:</p> <ul style="list-style-type: none"> • New housing, including affordable housing, to meet required needs. • Employment land creating opportunities for a variety of smaller and larger businesses, alongside the creation of jobs. • Mixed use land providing the opportunity for a range of uses that meet a particular area's needs, for example shops, health services and education. • Open space to encourage outdoor activity and promote good health and well-being. • Parking for both residents and visitors. • Development which is sustainable, close to existing developments and with good access to services, via public transport, foot or cycle, as well as by road. 																			
5) Identify and select your assessment team.	<table border="1"> <thead> <tr> <th data-bbox="424 757 643 824">Name</th> <th data-bbox="643 757 1086 824">Role</th> <th colspan="2" data-bbox="1086 757 1455 824">Responsibilities</th> </tr> </thead> <tbody> <tr> <td data-bbox="424 824 643 1077">Mark Ashwell</td> <td data-bbox="643 824 1086 1077">Planning Policy Manager</td> <td colspan="2" data-bbox="1086 824 1455 1077">Management of the Planning Policy team. Primary role in the production of Planning Policy documents and providing policy advice.</td> </tr> <tr> <td data-bbox="424 1077 643 1267">Polly Wake</td> <td data-bbox="643 1077 1086 1267">Senior Planning Officer</td> <td colspan="2" data-bbox="1086 1077 1455 1267">Primary role in the production of Planning Policy documents and providing policy advice.</td> </tr> <tr> <td data-bbox="424 1267 643 1491">Colin Reuben</td> <td data-bbox="643 1267 1086 1491">Planning Assistant</td> <td colspan="2" data-bbox="1086 1267 1455 1491">Assists in the production of Planning Policy documents and provision of policy advice.</td> </tr> </tbody> </table>				Name	Role	Responsibilities		Mark Ashwell	Planning Policy Manager	Management of the Planning Policy team. Primary role in the production of Planning Policy documents and providing policy advice.		Polly Wake	Senior Planning Officer	Primary role in the production of Planning Policy documents and providing policy advice.		Colin Reuben	Planning Assistant	Assists in the production of Planning Policy documents and provision of policy advice.	
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6) What data have you gathered for this assessment? How have you analysed this data?	<table border="1"> <thead> <tr> <th data-bbox="424 1491 643 1559">Source and Age of Data</th> <th data-bbox="643 1491 815 1559">Owner</th> <th data-bbox="815 1491 1193 1559">Findings</th> <th data-bbox="1193 1491 1455 1559">Data Gaps</th> </tr> </thead> <tbody> <tr> <td data-bbox="424 1559 643 1783">LDF Consultation Database</td> <td data-bbox="643 1559 815 1783">Planning Policy</td> <td data-bbox="815 1559 1193 1783">Contact details of relevant groups who are regularly updated on the progress of the LDF.</td> <td data-bbox="1193 1559 1455 1783">None as far as NNDC is aware (the database is continuously updated)</td> </tr> <tr> <td data-bbox="424 1783 643 1962">Statement of Community Involvement (SCI)</td> <td data-bbox="643 1783 815 1962">Planning Policy</td> <td data-bbox="815 1783 1193 1962">How different groups like to be kept involved in the consultation process.</td> <td data-bbox="1193 1783 1455 1962">None</td> </tr> <tr> <td data-bbox="424 1962 643 2038">Census</td> <td data-bbox="643 1962 815 2038">Office for National</td> <td data-bbox="815 1962 1193 2038">Information on the characteristics of the</td> <td data-bbox="1193 1962 1455 2038">None</td> </tr> </tbody> </table>				Source and Age of Data	Owner	Findings	Data Gaps	LDF Consultation Database	Planning Policy	Contact details of relevant groups who are regularly updated on the progress of the LDF.	None as far as NNDC is aware (the database is continuously updated)	Statement of Community Involvement (SCI)	Planning Policy	How different groups like to be kept involved in the consultation process.	None	Census	Office for National	Information on the characteristics of the	None
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	Annual Monitoring Report (AMR)	Statistics (ONS) Planning Policy	North Norfolk population. Information on key statistics/targets for North Norfolk, for example housing, sustainable development, environment and economy.	None
7) Who are the main stakeholders of this policy?	Community	Staff/Members	Partners	
	Could affect residents and community groups in selected settlements.	<ul style="list-style-type: none"> • Communities • Development Control • Strategic Housing • Countryside • Emergency Planning 	Any relevant organisations in North Norfolk.	
8) What consultation was involved in the preparation of the policy?	<ul style="list-style-type: none"> • The SSP involved a range of consultation events during its preparation. This included two key stages – initial consultations with statutory bodies and subsequent public consultations. • The Council has gone beyond the minimum requirements of the Regulations in an attempt to ensure that interested parties have an opportunity to get involved. This has included contact with ‘hard to reach’ groups and a variety of engagement methods, including distribution of consultation material, an on-line consultation system, public exhibitions in a variety of locations around the District, posters on sites and in prominent locations around relevant settlements and articles in the local media, Outlook magazine (sent to all households in North Norfolk), the LDF Newsletter (sent to all contacts on our consultation database) and specific publications serving minority groups. More details are contained in the Consultation Statement. 			
9) Were all minority groups included and able to access consultations?	<ul style="list-style-type: none"> • A number of different methods were used to try and ensure that minority groups have an opportunity to get involved as described above, and more details are provided in the Statement of Community Involvement and the Consultation Statement. • The Statement of Community Involvement (SCI) was prepared at the outset of LDF preparation, and sets out how the council will seek to engage the public, existing groups and ‘hard to reach’ groups. Discussions were held with specific groups during preparation of the SCI document, about how to engage with different groups of the population, and the document itself was subject to consultation and independent examination. 			

	<ul style="list-style-type: none"> • The Planning Policy team maintains a 'Consultation Database' of individuals, organisations, Parish Councils, businesses and voluntary groups, many of which represent minority groups, who wish to receive regular updates on the progress of the LDF and be notified of key stages of consultation. This ensures that they are aware of the consultation and the different methods they can use to get involved. • Analysing which minority groups have or have not responded to consultation events could prove useful for trying to improve the number of responses in future consultation events. 			
<p>10) Are there any concerns that the policy could have a negative impact with regard to race and ethnicity?</p>	<table border="1"> <tr> <td data-bbox="424 528 624 2040" rowspan="2"> <p>No</p> </td> <td data-bbox="624 528 1457 607"> <p>What evidence (actual data or assumptions) do you have to support this?</p> </td> </tr> <tr> <td data-bbox="624 607 1457 2040"> <p>Consultation on the SSP did not raise any particular issues in terms of race and ethnicity and it is not expected to have a negative impact on any particular group. The 2001 Census found that approximately 97.8% of the North Norfolk population are White British. A response was received from the Gypsy & Traveller Law Reform Project objecting to the plan in regards to the lack of Gypsy and Traveller sites provision. The Council has resolved to deal with this issue outside of the LDF process. Different ethnic groups have had equal opportunities to influence the content of the document. Contacts for ethnic groups are on our LDF consultation database which is continuously updated. As such, they are sent our newsletter detailing the progress of the SSP, and information on how to get involved in the process.</p> <p>The SSP has:</p> <ul style="list-style-type: none"> • Provided the opportunity to increase the supply of a range of housing, including affordable housing of mixed tenures, in a variety of locations; • proposed employment land to encourage the creation of a variety of new, local jobs in accessible locations; • proposed mixed use land to provide new social and community facilities, and opportunities for a range of shops to meet a variety of needs; • aimed to ensure that new developments have, where possible, been located close to existing town and village centres, to promote better integration with the existing community; and • policies which seek to create communities that are safe, crime-free and inclusive. </td> </tr> </table>	<p>No</p>	<p>What evidence (actual data or assumptions) do you have to support this?</p>	<p>Consultation on the SSP did not raise any particular issues in terms of race and ethnicity and it is not expected to have a negative impact on any particular group. The 2001 Census found that approximately 97.8% of the North Norfolk population are White British. A response was received from the Gypsy & Traveller Law Reform Project objecting to the plan in regards to the lack of Gypsy and Traveller sites provision. The Council has resolved to deal with this issue outside of the LDF process. Different ethnic groups have had equal opportunities to influence the content of the document. Contacts for ethnic groups are on our LDF consultation database which is continuously updated. As such, they are sent our newsletter detailing the progress of the SSP, and information on how to get involved in the process.</p> <p>The SSP has:</p> <ul style="list-style-type: none"> • Provided the opportunity to increase the supply of a range of housing, including affordable housing of mixed tenures, in a variety of locations; • proposed employment land to encourage the creation of a variety of new, local jobs in accessible locations; • proposed mixed use land to provide new social and community facilities, and opportunities for a range of shops to meet a variety of needs; • aimed to ensure that new developments have, where possible, been located close to existing town and village centres, to promote better integration with the existing community; and • policies which seek to create communities that are safe, crime-free and inclusive.
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<p>11) Are there any concerns that the policy could have a negative impact with regard to gender?</p>	<p>No</p>	<p>What evidence (actual data or assumptions) do you have to support this?</p> <p>Consultation on the SSP did not raise any particular issues in terms of gender and it is not expected to have a negative impact on any particular group. Different genders have had equal opportunities to influence the content of the document and responses were received from a good mix. The Sustainability Appraisal criteria included consideration of a number of factors such as distance to schools, local shops, pedestrian access and availability of public transport.</p> <p>The SSP has:</p> <ul style="list-style-type: none"> • Placed emphasis on reducing the need to travel, and on improved accessibility - this will make travel more convenient, especially for those with children; • sought to locate development close to the town and village centres and facilities such as schools; • aimed to ensure that possible development land is located as near as possible to public transport routes and pedestrian/cycle links to major facilities, and where these are not in place, any future developer may be required to provide such links; • aimed to provide adequate public open space; and • policies which seek to provide communities that are safe, crime-free and inclusive.
<p>12) Are there any concerns that the policy could have a negative impact with regard to disability?</p>	<p>No</p>	<p>What evidence (actual data or assumptions) do you have to support this?</p> <p>Consultation on the SSP did not raise any particular disability access issues and it is not expected to have a negative impact on any particular group. A response was received from the Norfolk and Norwich Association for the blind, but unfortunately they could not provide a more detailed response due to lack of time. They highlighted that development should take place near good transport links, shops and facilities, particularly for elderly people with poor sight who may suffer from social isolation. Prior consultation on the Core Strategy did raise issues in terms of requiring all new places and buildings to be accessible to all, and the Design policy was altered to reflect comments received. This policy applies to all allocations in the SSP document and should ensure that allocations deliver easily accessible development. Core Strategy policies were also amended following consultation to require a proportion of new dwellings to be suitable or easily adaptable for occupancy by the elderly, infirm or disabled (e.g.</p>

		<p>Lifetime Homes Standard). Disability groups have had equal opportunities to influence the content of the document. Contacts for organisations representing disabled people are on our LDF consultation database which is continuously updated. As such, they are sent our newsletter detailing the progress of the SSP, and information on how to get involved in the process. Different methods of engaging people have been used, many of which are suitable for those with disabilities. 20% of the North Norfolk population have low literacy levels, for whom the standard consultation material and forms may have been difficult to understand. A number of exhibitions were held around the district to enable people to come and talk about the proposals and seek further guidance on getting involved, and representations were accepted by letters, rather than use of the official form, to enable as many people as possible to engage.</p> <p>The SSP has:</p> <ul style="list-style-type: none"> Placed emphasis on reducing the need to travel, and on improved accessibility - these were key factors during the Sustainability Appraisal process in identifying suitable development land. It has aimed to ensure that possible development land is located as near as possible to public transport routes and pedestrian links to major facilities, and where these are not in place, any future developer may be required to provide such links; and policies which seek to provide communities that are safe, crime-free and inclusive.
<p>13) Are there any concerns that the policy could have a negative impact with regard to age?</p>	<p>No</p>	<p>What evidence (actual data or assumptions) do you have to support this?</p> <p>The SSP is not expected to have a negative impact on any particular group. A response was received from Connexions (Norfolk) at an early stage in the process regarding how their services could be incorporated into a possible development site in the centre of North Walsham. Consultation responses also raised issues about the need for adequate public open space for young people and general recreation. This was recognised, and large allocations do include specific requirements for provision of on-site open space. In addition, Core Strategy policies require provision or contributions on all development of 10 dwellings or more. The need for suitable housing for elderly people and affordable housing for young people was raised throughout consultation and Core Strategy policies were amended to require that a proportion of new dwellings</p>

		<p>are suitable or easily adaptable for occupancy by the elderly, infirm or disabled (e.g. Lifetime Homes Standard). Core Strategy policies also require that all development is accessible to all, including elderly and disabled people. Different age groups have had equal opportunities to influence the content of the document. Contacts for organisations representing older and younger people are on our LDF consultation database which is continuously updated. As such, they are sent our newsletter detailing the progress of the SSP, and information on how to get involved in the process.</p> <p>The SSP has:</p> <ul style="list-style-type: none"> • Placed emphasis on reducing the need to travel, and on improved accessibility - these were key factors during the Sustainability Appraisal process in identifying suitable development land; • allowed the potential for the provision of a range of homes for families, couples and single people, as well as affordable housing for both old and young. Some homes could be Lifetime Standard or residential homes/assisted living units; • aimed to ensure that possible development land is located as near as possible to public transport routes and pedestrian/cycle links to major facilities, and where these are not in place, any future developer may be required to provide such links; • proposed mixed use land to allow for schemes that could include the possibility of uses for younger and older people, including provision of land for educational purposes; • proposed open space to encourage outdoor activity and promote good health and well-being for both young and old; and • policies which seek to provide communities that are safe, crime-free and inclusive.
<p>14) Are there any concerns that the policy could have a negative impact with regard to religion/belief?</p>	<p>No</p>	<p>What evidence (actual data or assumptions) do you have to support this?</p> <p>Consultation on the SSP did not raise any particular issues in terms of religion/belief and it is not expected to have a negative impact on any particular group. The 2001 Census found that approximately 77.5% of the North Norfolk population are Christian and 13.9% are of no religion. Religious groups have had equal opportunities to influence the content of the document. Contacts for local churches and religious organisations are on our LDF consultation database which is continuously updated. As such, they are sent our newsletter detailing the progress of the SSP, and</p>

		<p>information on how to get involved in the process.</p> <p>The SSP has:</p> <ul style="list-style-type: none"> • Aimed to ensure that new developments have, where possible, been located close to existing town and village centres, so as to support local organisations and promote better integration with the existing community; • proposed mixed use land to provide new social and community facilities, and a range of shops to meet a variety of needs; and • policies which seek to provide communities that are safe, crime-free and inclusive.
<p>15) Are there any concerns that the policy could have a negative impact with regard to sexual orientation?</p>	<p>No</p>	<p>What evidence (actual data or assumptions) do you have to support this?</p> <p>Consultation on the SSP did not raise any particular issues in terms of sexual orientation and it is not expected to have a negative impact on any particular group. Different groups representing sexuality have had equal opportunities to influence the content of the document.</p> <p>The SSP has:</p> <ul style="list-style-type: none"> • Policies which seek to provide communities that are safe, crime-free and inclusive.
<p>16) Could the negative impact you have identified in questions 10 - 15 lead to the potential for adverse impact if the policy is implemented?</p> <p>Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group?</p> <p>Or any other reason?</p>		<p>Where possible impacts were identified, for example the need for particular types of housing or provision of public open space, these were able to be incorporated into the Core Strategy policies that apply across the District or in the site allocation policies in the SSP document.</p> <p>The Core Strategy Policies and SSP allocations are monitored regularly through the Annual Monitoring Report. Details of the proposed monitoring for the SSP are set out in section 14 of the SSP. This will allow the identification of any negative impacts that had not been anticipated, and in addition to this, the LDF system allows for the review of policies where necessary.</p>

<p>Can the impact be mitigated by existing means?</p> <p>If yes, what actions will you undertake to mitigate these impacts and revise the policy?</p>			
<p>17) Describe the arrangements for reporting and publishing this assessment.</p>	<p>This assessment was undertaken by officers in the Planning Policy team, in consultation with the Equality and Diversity team.</p>		
<p>Has this assessment been undertaken by a minimum of two staff?</p>	<p>Yes</p>	<p>Has this assessment been scrutinised by your Directorate Steering Group?</p>	<p>The draft assessment was checked by two board members, however the full board meeting was after the submission date.</p>
<p>If the policy is new, or requires a decision by Councillors to revise, has this Equality Impact Assessment been included with the report?</p>		<p>The SSP was approved for consultation purposes in May 2009. The Cabinet report included consideration of equality issues.</p>	
<p>Have any actions identified in this assessment been included in your service equality and diversity action plan?</p>		<p>No</p>	
<p>Completed by:</p>	<p>Colin Reuben</p>	<p>Signed off by:</p>	<p>Mark Ashwell</p>