Tandridge Local Plan – Strategic Policies (Regulation 18)

Equalities Impact Assessment

1. **Introduction**

1.1 Under the Equalities Act 2010 the Council has a duty to:

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality of opportunity between those who share a protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

The purpose of the General Equality Duty is to integrate consideration of equality and good relations into the Council’s day-to-day business. This means giving appropriate weight and priority to the need to:

- Remove or minimise disadvantages
- Take steps to meet the needs of people with protected characteristics; and
- Encourage people with protected characteristics to participate in public life.

1.2 In order to have regard to the aims of the General Equality Duty when drafting policies an Equalities Impact Assessment (EqIA) of the Tandridge District Local Plan – Issues and Approaches (Regulation 18) has been undertaken. The purpose of the EqIA is to show the likely impact of the Plan and the Policies on the groups with protected characteristics and if necessary modify and improve the Plan and Policies where possible.

1.3 For the purpose of the assessment the groups with the following protected characteristics (as defined by the Equalities Act 2010) are considered:

- Race - people of different races and ethnic backgrounds including Gypsies and Travellers, refugees/ asylum seekers and non-British European;
- Age - e.g. older people, children and young people;
- Sex - men or women;
- Disability - e.g. physical, sensory, mental or learning impairment;
- Marriage and civil partnership;
- Pregnancy and maternity;
- Religion or belief - e.g. religious/faith or other groups with a recognised belief system;
- Sexual orientation - e.g. heterosexual, lesbian, gay, bisexual; and
- Gender reassignment - e.g. transsexual, transgender.

2. **Tandridge District Local Plan – Issues and Approaches (Regulation 18)**

2.1 The Regulation 18 document establishes the issues faced in Tandridge District and sets objectives to overcome such issues. It also visualises the district for the coming 20 years; in doing so it outlines broad locations where development could be delivered, as well as how different strategies could deliver this potential development. At the Regulation 18 stage, the Tandridge District Local Plan does not make any decisions on policies, change Green Belt boundaries or allocate sites. Instead, it presents a number of different approaches that is available to Tandridge District Council to adopt in order to guide the future development of the District and seeks views from stakeholders and members of the public on such approaches.
3. **The Equalities Impact Assessment**

3.1 Equalities Impact Assessments can be carried out in two stages, an initial screening and if required, a full assessment. A full assessment will be required if there is a high negative impact identified at stage 1. The initial screening considers the impact of the policy, strategy, function or project on the groups with protected characteristics. Policies, strategies, functions or projects can have either a positive or negative impact. In carrying out the screening it is necessary to include any potential inequalities of outcome which may result from socio-economic disadvantage.

**A. Name of Policy, Strategy, Function or Project being assessed:**

Tandridge District Local Plan – Issues and Approaches (Regulation 18).

**B. Officers responsible for carrying out the assessment**

Initial assessment: Georgina Brightwell – Policy Officer, Tandridge DC  
Checked and verified: Tal Kleiman – Senior Planning Policy Officer, Tandridge DC

**C. What is the main purpose and objectives of the Policy, Strategy, Function or Project being assessed?**

The Tandridge District Local Plan – Issues and Approaches (Regulation 18) is a consultation document that sets out different approaches for guiding future development in the district and invites comments on such approaches.

**D. What are the main issues relating to diversity within the Policy, Strategy, Function or Project?**

The document’s objectives are to designed to have a positive impact on the district’s population, including those with protected characteristics. The Tandridge District Local Plan – Issues and Approaches (Regulation 18) document presents a number of different approaches on a range of topics, to deliver these objectives.

**E. Who will you need to consult with, both internally and externally, and how will you do it?**

The Council is required to consult with statutory consultees and, if it considers appropriate, organisations, businesses and residents. The Council has taken the decision to invite comments from all of the sectors of the community. To do this, the Planning Policy Team will email or write to all individuals and organisation on its consultee database, which contains around 950 sets of contact details, to inform them of the consultation. Groups on the database include those that represent certain sections of the community, for example those that represent the elderly population and gypsies and travellers.

In order to bring the consultation to the attention of the wider community, the Council will also issue press releases, send tweets from the Council’ corporate account, post articles on Streetlife and has already published an article in the Tandridge Magazine (Winter 2015) alerting residents to the consultation. The Council will place the Tandridge District Local Plan – Issues and Approaches (Regulation 18) document on its webpages, as well as accompanying documents. Copies of the documents will also be available to view at the district’s libraries and Council Offices.
The Tandridge District Local Plan – Issues and Approaches (Regulation 18) consultation document will be brought to the attention of staff in staff briefings and through the Council’s intranet and members of the staff are not excluded from responding to the consultation.

F. Stage 1: The following table considers if the plan has a positive or negative impact on the Protected Characteristics identified within the Equality Act 2010.
<table>
<thead>
<tr>
<th>Characteristic</th>
<th>Description of any <strong>potential negative impact</strong></th>
<th>Description of any <strong>potential positive impact</strong></th>
<th>Full Assessment Required?</th>
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| Race           | • The consultation document identifies a need for Gypsy/Traveller pitches and Travelling Showpeople plots. Not meeting this need could negatively impact on Gypsies and Travellers.  
• The consultation document identifies 6 distinct approaches for delivering housing. Only one of these approaches meets the objectively assessed need for housing. Whilst not meeting this need does not disadvantage people on the basis of race individually, overall, the entire population of Tandridge may be negatively affected. | • The consultation document identifies a need for Gypsy and Traveller and has an objective that seeks to recognise and respond to the accommodation needs of the traveller community. Should the Council allocate pitches and plots to meet this need, then this would have a positive impact on Gypsies and Travellers.  
• The consultation document identifies 6 distinct approaches for delivering housing. Only one of these approaches meets the objectively assessed need for housing. If the housing need is met this would have a positive impact on the district’s population, including those with protected characteristics. | • No, the consultation document does not make any decisions and instead invites comments from all sectors of the community, including those with protected characteristics, on what approaches to future development the Council should take. |
### Stage 1: Assessment of potential impacts on protected groups under the Equality Act 2010

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| **Age**        | • The consultation document identifies 6 distinct approaches for delivering housing. Only one of these approaches meets the objectively assessed need for housing. Whilst not meeting this need does not disadvantage people on the basis of age individually, overall, the entire population of Tandridge may be negatively affected. | • The consultation document identifies 6 distinct approaches for delivering housing. Only one of these approaches meets the objectively assessed need for housing. If the housing need is met this would have a positive impact on the district's population, including those with protected characteristics.  
• The consultation document considers policy approaches on Health and Wellbeing and Town Centres, some of which have the potential to benefit elderly people. | • No, the consultation document does not make any decisions and instead invites comments from all sectors of the community, including those with protected characteristics, on what approaches to future development the Council should take. |
<p>| <strong>Sex</strong>        | • The consultation document identifies 6 distinct approaches for delivering housing. Only one of these approaches meets the objectively assessed need for housing. Whilst not | • The consultation document identifies 6 distinct approaches for delivering housing. Only one of these approaches meets the objectively assessed need for housing. If the housing need |</p>
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<td>Disability</td>
<td>• The consultation document identifies 6 distinct approaches for delivering housing. Only one of these approaches meets the objectively assessed need for housing. Whilst not meeting this need does not disadvantage disabled people individually, overall, the entire population of Tandridge may be negatively affected.</td>
<td>• The consultation document identifies 6 distinct approaches for delivering housing. Only one of these approaches meets the objectively assessed need for housing. If the housing need is met this would have a positive impact on the district’s population, including those with disabilities. • The consultation document considers policy approaches on Health and Wellbeing and Town Centres, some of which have the potential to benefit people with disabilities.</td>
<td>No, the consultation document does not make any decisions and instead invites comments from all sectors of the community, including those with protected characteristics, on what approaches to future development the Council should take.</td>
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<td>Marriage and civil partnership</td>
<td>• The consultation document identifies 6 distinct</td>
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<td>approaches for delivering housing. Only one of these approaches meets the objectively assessed need for housing. Whilst not meeting this need does not disadvantage married people or those in civil partnerships individually, overall, the entire population of Tandridge may be negatively affected.</td>
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<td>Pregnancy and maternity</td>
<td>• The consultation document identifies 6 distinct approaches for delivering housing. Only one of these approaches meets the objectively assessed need for housing. Whilst not meeting this need does not disadvantage pregnant mothers and people on maternity leave the basis of sex individually, overall, the entire population of</td>
<td>• The consultation document identifies 6 distinct approaches for delivering housing. Only one of these approaches meets the objectively assessed need for housing. If the housing need is met this would have a positive impact on the district's population, including those who are pregnant or on maternity leave.</td>
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<td>Tandridge may be negatively affected.</td>
<td>The consultation document identifies 6 distinct approaches for delivering housing. Only one of these approaches meets the objectively assessed need for housing. Whilst not meeting this need does not disadvantage people on the basis of their religions or beliefs individually, overall, the entire population of Tandridge may be negatively affected.</td>
<td>No, the consultation document does not make any decisions and instead invites comments from all sectors of the community, including those with protected characteristics, on what approaches to future development the Council should take.</td>
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<td>Religion or belief</td>
<td>The consultation document identifies 6 distinct approaches for delivering housing. Only one of these approaches meets the objectively assessed need for housing.</td>
<td>If the housing need is met this would have a positive impact on the district’s population, regardless of an individual’s religious beliefs.</td>
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<td>Sexual orientation</td>
<td>The consultation document identifies 6 distinct approaches for delivering housing. Only one of these approaches meets the objectively assessed need for housing.</td>
<td>No, the consultation document does not make any decisions and instead invites comments from all sectors of the community, including those with protected characteristics, on what approaches to future development the Council should take.</td>
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<td>should take.</td>
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<td>Gender reassignment</td>
<td>- The consultation document identifies 6 distinct approaches for delivering housing. Only one of these approaches meets the objectively assessed need for housing. Whilst not meeting this need does not individually disadvantage those people who have had their gender reassigned, overall, the entire population of Tandridge may be negatively affected.</td>
<td>- The consultation document identifies 6 distinct approaches for delivering housing. Only one of these approaches meets the objectively assessed need for housing. If the housing need is met this would have a positive impact on the district’s population, regardless of whether an individual has had their gender reassigned.</td>
<td>- No, the consultation document does not make any decisions and instead invites comments from all sectors of the community, including those with protected characteristics, on what approaches to future development the Council should take.</td>
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4.1 The Tandridge Local Plan – Issues and Approaches (Regulation 18) document does not make any decisions on the future development of the district. Instead, it is a consultation document that presents options available to the Council. The consultation document is not anticipated to unfairly disadvantage any particular section of the community with protected characteristics. However, two key issues were identified:

- Should the Tandridge District Local Plan not identify an approach that meets fully the objectively assessed housing need for the district, then it has a potential to affect the entire population of Tandridge, including those with protected characteristics. It is not possible to know at this stage what approach the Council will favour and the consultation document does not indicate a preferred approach.

- Should the Tandridge District Local Plan not identify an approach that meets fully the accommodation needs for Travellers in the district, then it has a potential to affect the Gypsies/Travellers and Travelling Showpeople. It is not possible to know at this stage what approach the Council will favour and the consultation document does not indicate a preferred approach.

4.2 Overall, the Tandridge Local Plan – Issues and Approaches (Regulation 18) document is not assessed to have a significant effect on those with protected characteristics as it not a document that makes decisions. As a result, a full assessment is not required.

Date completed: October 2015
Date of revision: November 2015