Our Local Plan: 2033 (Regulation 19)

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 Our Local Plan: 2033 (Regulation 19) 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. The Equalities Impact Assessment

2.1 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, which may result from socio-economic disadvantage.
A. Name of Policy, Strategy, Function or Project being assessed:

Our Local Plan: 2033 (Regulation 19)

B. Officers responsible for carrying out the assessment

Initial assessment: Georgina Brightwell – Projects and Policy Officer, Tandridge DC
Checked and verified: Sarah Thompson, Head of Strategic Planning Policy, Tandridge DC

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

Tandridge District Council has prepared a Local Plan which sets out a development strategy for the district up to 2033, the sites to deliver the strategy and development policies in accordance with national policy and guidance, including the National Planning Policy Framework (2012) and accompanying Planning Practice Guidance (PPG). In preparing this Local Plan, the Council has carried out three formal public consultations; the Issues and Approaches (2015), Sites Consultation (2016) and Garden Villages Consultation (2017). Each of these consultations accorded with Regulation 18 of the Town and Country Planning (Local Planning) (England) Regulations (2012).

Before the Plan can become formal policy it must undergo independent examination by the Planning Inspectorate. Our Local Plan: 2033 (Regulation 19) is the final iteration of the Plan which the Council proposes to submit and is the final stage of public consultation which must be undertaken in advance of submission, anticipated in late 2018. The main purpose of the Regulation 19 consultation is to ask for comment on the legal compliance and soundness of Our Local Plan.

The main purpose of the document is to guide the development of the district over the plan period, to 2033, through allocating sites for housing and employment and setting strategic policies that will protect our environment and enhance our resident’s quality of life, whilst addressing existing and future issues.

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

Our Local Plan: 2033 (Regulation 19) sets out the Council’s vision and objectives for the District’s development over the plan period as well as policies to ensure that development delivers high quality and sustainable homes, the future distribution for housing growth and requirements for affordable housing, policies to build a strong economy to deliver new jobs and growth, and necessary infrastructure requirements to not only deliver the plan but address current deficits.

This document positively seeks to meet development needs for all members of our community. In doing so, the Council carried out a Gypsy and Traveller Accommodation Assessment (GTAA) (2017), which found a need for 5 additional pitches for Gypsies and Travellers and 21 plots (also termed sites) for Travelling Showpeople between 2016 and 2033. Our Local Plan 2033 document sets out that the Council carried out assessments of sites for allocation through its evidence base documents, yet all were situated in the Green Belt and none met the exceptional circumstances test needed to justify their release. Therefore no site allocations are made in the document. However, a criteria based policy has been included within the plan to assess any planning applications against, and considered has been given to whether any live planning applications may also be able to assist in meeting this need, and therefore site allocations are not necessary.
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 (including neighbouring and parish councils) but will also consult with organisations, businesses and residents. To do this, the Planning Policy Team will email or write to all individuals and organisations on its consultee database, which contains over 7600 sets of contact details, to inform them of the consultation. Groups on the database include those that represent certain sections of the community that may be harder to reach through conventional methods, 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 deliver leaflets to households across the district, issue press releases, send tweets from the Council’s corporate Twitter account and place posters in railway stations. The Council will place Our Local Plan: 2033 (Regulation 19) on its webpages, as well as accompanying documents. Copies of the main consultation documents will also be available to view at the district’s libraries, Horley, Redhill and Edenbridge libraries and the Council Offices in Oxted.

Our Local Plan: 2033 (Regulation 19) document will be brought to the attention of Council staff in staff briefings and through the Council’s intranet. 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 under the Equality Act 2010.
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<tr>
<th>Characteristic</th>
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| Race          | - Our Local Plan has been prepared to help develop the district in the right way over the plan period to 2033, so that we have the right facilities and infrastructure in place to support communities, to grow the local economy and to provide homes which are affordable and appropriate for all members of the community.  
- The identified needs of all areas of the community, including those with protected characteristics, such as race, for jobs, homes and infrastructure are embedded throughout the Council's plan making process.  
- The Council carried out a Gypsy and Traveller Accommodation Assessment (GTAA) (2017) which examines the current and future need for Gypsy, Traveller and Travelling Showpeople accommodation in the district. The study found a need for 5 additional pitches for Gypsies and Travellers and 21 plots (also termed  | - Our Local Plan has been prepared to help develop the district in the right way over the plan period to 2033, so that we have the right facilities and infrastructure in place to support communities, to grow the local economy and to provide homes which are affordable and appropriate for all members of the community.  
- The document states that, to meet needs for the longer term, the Council recognises that the South Godstone Garden Community could provide an opportunity to deliver accommodation for Gypsies, Travellers and Travelling Showpeople in a sustainable location close to services and facilities and can be planned for from the outset and through the Area Action Plan.  
- In order to ensure that appropriate and necessary consideration of traveller sites can take place, a criteria-based policy is set out in Our Local Plan to determine sites on a  | - No - Our Local Plan: 2033 positively seeks to meet the development needs of all members of the community through allocating sites for housing and employment and setting strategic policies that will protect our environment and enhance our resident’s quality of life, whilst addressing the existing and future challenges faced. Comments on the legal compliance and soundness of the Plan are sought from all sectors of the community, including those with protected characteristics.  
- Whilst the document does not allocate any sites or pitches to help meet the identified needs of the gypsy, traveller, and travelling showperson community, the longer term needs could be provided at  |
### Stage 1: Assessment of potential impacts on protected groups under the Equality Act 2010

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<td>• In seeking to meet this identified housing need, Our Local Plan 2033 document sets out that the Council carried out assessments of sites for allocation through its evidence base documents, yet all were situated in the Green Belt in isolated and remote locations and none met the exceptional circumstances test needed to justify their release. Therefore no site allocations are made in the document.</td>
<td>• case-by-case basis through the planning application process. We have considered a few live planning applications to see whether they may be able to assist with meeting this need. • Our Local Plan has been prepared to help develop the district in the right way over the plan period to 2033, so that we have the right facilities and infrastructure in place to support communities, to grow the local economy and to provide homes which are affordable and appropriate for all members of the community. • The identified needs of all areas of the community, including those with protected characteristics, such as race, for jobs, homes and infrastructure are embedded throughout the Council’s plan making process.</td>
<td>the South Godstone Garden Community. In addition a criteria-based policy is set out that ensures appropriate and necessary consideration of sites on a case-by-case basis through the planning application process.</td>
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<td>members of the community through allocating sites for housing and employment and setting strategic policies that will protect our environment and enhance our resident’s quality of life, whilst addressing the existing and future challenges faced. In addition, one site within the Plan provides extra care too. Comments on the legal compliance and soundness of the Plan are sought from all sectors of the community, including those with protected characteristics.</td>
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- The identified needs of all areas of the community, including those with protected characteristics, such as age, for jobs, homes and infrastructure are embedded throughout the Council’s plan making process.

| Sex            | Our Local Plan has been prepared to help develop the district in the right way over the plan period to 2033, so that we have the right facilities and infrastructure in place to support communities, to grow the local economy and to provide homes which are affordable and appropriate | Our Local Plan has been prepared to help develop the district in the right way over the plan period to 2033, so that we have the right facilities and infrastructure in place to support communities, to grow the local economy and to provide homes which are affordable and appropriate | No - Our Local Plan: 2033 positively seeks to meet the development needs of all members of the community through allocating sites for housing and employment and setting strategic policies that will protect our environment |

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| Disability    | - Our Local Plan has been prepared to help develop the district in the right way over the plan period to 2033, so that we have the right facilities and infrastructure in place to support communities, to grow the local economy and to provide homes which are affordable and appropriate for all members of the community.  
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| Marriage and civil partnership | • Our Local Plan has been prepared to help develop the district in the right way over the plan period to 2033, so that we have the right facilities and infrastructure in place to support communities, to grow the local economy and to provide homes which are affordable and appropriate for all members of the community.  
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Comments on the legal compliance and soundness of the Plan are sought from all sectors of the community, including those with protected characteristics. |
| Pregnancy and maternity        | • Our Local Plan has been prepared to help develop the district in the right way over the plan period to 2033, so that we have the right facilities and | • Our Local Plan has been prepared to help develop the district in the right way over the plan period to 2033, so that we have the right facilities and | • No - Our Local Plan: 2033 positively seeks to meet the development needs of all members of the community |

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| Sexual orientation | • Our Local Plan has been prepared to help develop the district in the right way over the plan period to 2033, so that we have the right facilities and infrastructure in place to support communities, to grow the local economy and to provide homes which are affordable and appropriate for all members of the community.  
• The identified needs of all areas of the community, including those with protected characteristics, such as sexual orientation, for jobs, homes and infrastructure are embedded throughout the Council's plan making process. | • Our Local Plan has been prepared to help develop the district in the right way over the plan period to 2033, so that we have the right facilities and infrastructure in place to support communities, to grow the local economy and to provide homes which are affordable and appropriate for all members of the community.  
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3 Conclusions

3.1 Our Local Plan: 2033 (Regulation 19) positively seeks to meet the development needs of all members of the community through allocating sites for housing and employment and setting strategic policies that will protect our environment and enhance our resident’s quality of life, whilst addressing the existing and future challenges faced. Comments on the legal compliance and soundness of the Plan are sought from all sectors of the community, including those with protected characteristics. The consultation document is not anticipated to unfairly disadvantage any particular section of the community with protected characteristics.

3.2 Overall, Our Local Plan: 2033 (Regulation 19) document is not assessed to have a significant effect on those with protected characteristics in the Equality Act 2010. As a result, a full assessment is not required.

Date completed: June 2018