

# MID SUSSEX DISTRICT COUNCIL

## Equality Impact Assessment

### **Title of Policy/Service/Contract:**

Equalities Assessment for the Mid Sussex District Plan 2014 -2031 (Proposed Modifications)

**Division:** Planning Policy and Economic Development

**Lead Officer:** Alice Henstock

**Date Assessment completed:** September 2017

### **1. SCOPING**

#### **1.1 What are the aims of the policy, service/service change or contract?**

To provide a Development Plan to shape the future of development in the District by providing the planning policy framework to:

- Shape the pattern, amount and type of future development;
- Protect and enhance the assets of both the natural and built environment;
- Determine planning proposals;
- Support the delivery of other Council policy documents.

The results of this Assessment are used to inform a Community Involvement Plan. This details how and when engagement with stakeholders is undertaken.

#### **1.2 Who does the service/policy/contract affect? Who are the main customers (internal or external)?**

The policies contained within the District Plan have the potential to affect anyone who lives, works or visits Mid Sussex and also those who are outside the administrative boundaries of the District.

The main customers of the District Plan are:

- Members of the public;
- District, Town and Parish Councillors;
- Those involved in the development industry such as developers, landowners, agents;
- Organisations and individuals that provide services to residents and organisations;
- Organisations and individuals that represent groups of people;
- Internal customers include those service areas responsible for decisions that require consultation such as the Housing and Leisure Departments.

### **1.3 What equality information is available, including any evidence from engagement and analysis of use of services?**

The District Plan has been prepared in a number of stages. This Equalities Assessment looks at both the proposed content of the District Plan and the process of consultation. A Community Involvement Plan, informed by the results of this Assessment, details how the consultation will be undertaken.

This Assessment will be reviewed, and if necessary revised, for each stage of the District Plan.

#### Evidence

The strategy and policies contained within the Mid Sussex District Plan 2014 – 2031 and Focused Amendments 2017 have been shaped by extensive public consultation.

- The Mid Sussex District Plan 2014 -2031 Draft District was published for consultation in May 2013. The consultation sought views on the Plan strategy and strategic objectives, as well as on policy options. The consultation was undertaken in various ways to reach as many members of the community as possible, including seldom heard groups. The comments received during this consultation informed the preparation of the next version of the Plan.
- The Mid Sussex District Plan 2014 -2031 Pre-Submission June 2015, was published for consultation. Having considered the representations made during this consultation it was decided that further amendments to the Plan should be made before the Plan was submitted for Examination.
- A focused amendments consultation took place during November 2015. The Plan was submitted for Examination in August 2016. The Examination hearings have taken place and the Inspector has indicated that the Council should consult on Main modifications to the Plan to inform his report into the soundness of the District Plan.
- Other strategies prepared by the District Council, including the Economic Development Strategy, the Sustainable Communities Strategy and Leisure and Cultural Strategy, link to the aims and objectives of the District Plan. Responses made to these documents have been taken into consideration during the preparation of this Assessment.

### **1.4 What does this information tell us about the equality issues associated with the service and implications for the protected groups?**

In order to be able to undertake a robust assessment of the impact of the District Plan on protected groups it will be necessary to ensure targeted consultation with these group at the Main Modification stage.

### **1.5 Are contractors or partnerships used to deliver the service? No**

If No go to section 2.

If yes, please refer to the guidance notes, particularly Appendix One of the MSDC Guidance “Integrating Equality and Diversity into Procurement”, and complete the next three questions.

**Identify the contractors/partnerships used to deliver the service.**

**What is their contribution to equality in service delivery and the promotion of equality?**

**How are equality issues addressed through contractual arrangements and service level agreements?**

## 2. Assessment of Impact: Analysis and Action Planning

Any gaps in information or provision, opportunities to promote equalities and good relations identified above need to be translated into SMART actions and recorded here. These actions need to be delivered and monitored through the service planning process.

Opportunity to promote equality, good relations and/or address barriers to service/differential impact	Current action taken to address these	Further actions required and timescales	Lead Officer	How will impact be measured
<b>The needs of different ethnic groups including white minorities, but also established white communities</b>				
<p>To provide the policy framework to ensure that suitable sites and locational policies to meet the needs of the travelling community are provided.</p> <p>Note that potential barriers may exist for those for whom English is a second language.</p>	<p>Liaison with representative organisations.</p> <p>Draft policy on gypsies and travellers in District Plan.</p> <p>Draft strategic site allocation policies in the District Plan that require contributions towards the additional total identified need of gypsies and travellers.</p> <p>A translation service is provided by the Council.</p>	<p>Implementation of the District Plan gypsies and travellers policy.</p> <p>Implementation of the District Plan strategic site allocation policies.</p> <p>Address the need for gypsy and traveller accommodation over the plan period through an Allocations DPD.</p>	<b>Nathan Spiilsted</b>	<p>The supply of Gypsy and Traveller accommodation will be monitored against requirements.</p> <p>Number of temporary and unauthorised sites will be monitored.</p>
<b>The needs of men and women, including taking account of pregnancy and maternity</b>				
<p>The consultation process on the Main Modifications to the District Plan should:</p> <p>-note that engagement methods must be accessible to those who are expecting and those with very young babies to ensure that this is not a barrier to engagement and to ensure that they can positively input into the plan-making process.</p>	<p>Draft policies on design and accessibility.</p>	<p>The adoption of the national housing standards Category 2 access levels within Policy DP26: Accessibility is intended to help meet the access needs not only of older and disabled people, but of the whole community, including parents with buggies and prams.</p>	<b>Alice Henstock</b>	<p>Monitoring where possible.</p>
<b>The needs of disabled people</b>				
<p>There is currently a shortage of suitable accommodation for people with disabilities.</p> <p>To provide the policy framework to ensure:</p> <p>- That there is adequate provision of community facilities and local services, and</p>	<p>Liaison with Access Groups</p> <p>Draft policies on design, accessibility, transport, community facilities and local services, infrastructure and housing mix.</p>	<p>Implementation of District Plan policies on design, accessibility, transport, community facilities and local services, infrastructure and housing mix</p>	<b>Alice Henstock</b>	<p>Monitoring, where possible, the mix of new homes that is provided.</p>

<p>infrastructure. -The location and design of development is accessible to all including open spaces, the public realm and transport infrastructure.</p> <p>The consultation process on the Main Modifications to the District Plan should ensure that engagement methods are accessible to those with a physical disability or a mental impairment to ensure that disability is not a barrier to engagement.</p>	<p>Liaison with representative organisations.</p> <p>Supporting material is made available on the website which is equipped with 'browse aloud' for those with visual impairments.</p> <p>Consideration given to font size and design layout.</p> <p>Documents written in plain English and terminology used explained in the clearest possible terms.</p> <p>Officers are available to explain the process in person, over the phone and via email.</p>	<p>Adopt a policy that provides homes built to nationally described standards that maximise accessibility.</p> <p>Adopt a policy that provides the right housing mix including provision for older people and vulnerable groups.</p>		
<b>The needs of people with a religion or belief</b>				
<p>To provide the policy framework to ensure that there is the opportunity to provide for places of worship.</p> <p>It is not currently considered that additional requirements for consultation are required to successfully engage with this group.</p>	<p>Draft policies on community facilities and local services and infrastructure.</p>	<p>Implementation of District Plan policies on community facilities and local services and infrastructure.</p>	<p><b>Alice Henstock</b></p>	<p>Monitoring of implementation of community facilities, local services and infrastructure.</p>
<b>The needs of gay men, lesbians, bisexuals and heterosexual people</b>				
<p>It is not considered that there are any specific requirements for these groups.</p>				
<b>Issues from marriage and civil partnership</b>				
<p>It is not considered that there are any specific requirements for these groups.</p>				
<b>The needs of different age groups, for example older and younger people</b>				
<p>To provide the policy framework to ensure: -A suitable housing offer is provided, including affordable housing, particularly in rural locations, to enable people to continue to live in suitable accommodation in their locality. For instance, there are barriers to younger people getting on the housing ladder and to older people who cannot 'downsize' and/or move into more suitable local accommodation. - That there is adequate provision of community facilities and local services, and</p>	<p>Liaison with representative organisations.</p> <p>Draft policies on affordable housing, design, accessibility, transport, community facilities and local services, infrastructure and housing mix.</p>	<p>Implementation of District Plan policies on affordable housing, design, accessibility, transport, community facilities and local services, infrastructure and housing mix.</p>	<p><b>Alice Henstock</b></p>	<p>Monitoring, where possible, the mix of new homes that is provided.</p>

<p>infrastructure. -That the location and design of development is accessible to all including open spaces, the public realm and transport infrastructure. -The provision or improvement of community facilities and local services.</p> <p>Encourage appropriate supported housing for older people, including those with dementia.</p> <p>The consultation process on the Main Modifications to the District Plan should: -note that young/older age groups may not engage with the consultation process in the same way as other age groups. Adequate consideration should be given to engaging with young and elderly people to ensure that they can positively input into the plan-making process.</p>				
<p>The needs of transgender communities</p>				
<p>It is not considered that there are any specific requirements for these groups.</p>				
<p>The needs of people who are disadvantaged by socio-economic factors such as low incomes, skill or living in a deprived area</p>				
<p>To provide the policy framework to ensure:</p> <ul style="list-style-type: none"> <li>-The correct amount and distribution of housing and employment development to enhance the economic prosperity of all the district's towns and villages.</li> <li>-Support for the economy.</li> <li>- A suitable housing offer is provided, including affordable housing, to enable people to live in suitable accommodation and continue to live in their locality.</li> <li>-The integration of affordable housing with open market housing.</li> <li>- That there is adequate provision of community facilities and local services, and infrastructure.</li> <li>-That the location and design of development is accessible to all including open spaces,</li> </ul>	<p>Liaison with voluntary services, registered social landlords and the business community.</p> <p>Draft policies on housing, including affordable housing and housing mix, and economic development that provide for a range of employment types, community facilities and local services and infrastructure, accessibility and transport.</p>	<p>Preparation of guidance in a future planning document setting out requirement to integrate affordable housing with market housing.</p> <p>The adoption of Policy DP28: Housing mix as part of the District Plan.</p>	<p><b>Alice Henstock</b></p>	<p>Monitoring of levels of unemployment and business start-ups.</p> <p>Monitoring, where possible, the mix of new homes that is provided.</p>

<p>the public realm and transport infrastructure.          -The provision or improvement of community facilities and local services.          -An increased opportunity to participate in leisure and cultural activities.</p> <p>The consultation process on the Main modifications to the District Plan must ensure that engagement methods are accessible to those who are disadvantaged by their socio-economic background to ensure that they can positively input into plan-making process.</p>				
<b>The needs of people who live in a rural area</b>				
<p>To provide the policy framework to ensure:</p> <ul style="list-style-type: none"> <li>-The correct amount and distribution of housing development to enhance the economic prosperity of all the district's villages.</li> <li>-Support for the rural economy.</li> <li>- A suitable housing offer is provided in rural locations, including affordable housing, to enable people to live in suitable accommodation and continue to live in their locality.</li> <li>-The integration of affordable housing with open market housing where possible.</li> <li>-The provision of rural exception sites for affordable housing.</li> <li>- That there is adequate provision of community facilities and local services, and infrastructure.</li> <li>-That the location and design of development is accessible to all including open spaces, the public realm and transport infrastructure.</li> <li>-The provision or improvement of community facilities and local services.</li> </ul> <p>Location of retail development may restrict access to retail outlets.</p>	<p>Liaison with Parish Councils, representative groups and local communities.</p> <p>Draft policy within the District Plan that allows for the provision of rural exception sites (DP30: Rural Exception Sites)</p>	<p>Allocation of further small sites for housing, employment and other uses in villages through the Sites Allocation DPD.</p>	<p><b>Alice Henstock</b></p>	<p>Monitor number and location of new homes.</p> <p>Implementation of policy framework that supports the provision of housing and employment development across the district.</p>

### 3. Mid Sussex District Council Equality Impact Assessment Summary

Key findings	Future Actions
<p>Engagement methods are suitable for seldom heard groups across the community</p> <p>Ensure that engagement reaches as wide as possible audience including all groups</p> <p>Ensure a mix of residential accommodation is provided supported by the right levels of services and infrastructure. The location and design of new development meets the needs of all members of the community.</p>	<p>Targeted promotion of consultation exercise, liaison with representative organisations and monitoring of consultation.</p> <p>Address the need for gypsy and traveller accommodation over the plan period through an Allocations DPD.</p> <p>Monitor supply of gypsy and traveller accommodation against requirements.</p> <p>Monitor the ongoing monitoring of the implementation of policies in the District Plan.</p>

### 4. Signing off this assessment and action plan

Signature Alice Henstock..... Date .....13<sup>th</sup> September 2017  
 Person undertaking the assessment

Signature Sally Blomfield .....Date .....14<sup>th</sup> September 2017  
 Head of Service