

MID SUSSEX DISTRICT COUNCIL

Equalities Assessment for Local Development Framework –District Plan

Division: Planning Policy and Economic Development

Lead Officer:

Date Assessment completed: August 2011

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.

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.

Assessment of Impact and Needs

The District Plan will be 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 District Plan have been shaped by extensive public consultation including that undertaken for the preparation of the draft Core Strategy (of which work was halted on in June 2010).

- Work first commenced on the District Plan (as a 'Core Strategy') in 2004. This included a number of workshops to discuss issues of concern for the District.
- Further consultation was undertaken summer 2006, which sought views on possible housing distribution and comments on other policy areas for inclusion within the District Plan. This consultation took place electronically via email. Responses from the seldom heard groups were limited during this exercise.
- The first formal consultation on the Core Strategy took place in early 2008. This consultation targeted all stakeholder groups and included the general public. A series of public meetings and exhibitions were held and notices were published in the local press to encourage as many people as possible to respond to the consultation. Again very limited response was received from seldom heard groups. However many of the issues raised more generally during the consultation have been used to inform this Equality Assessment.
- Other Strategies prepared by the District Council, including 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.
- 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 groups, during the preparation of further draft versions of the Plan.

2. Assessment of Impact and Needs - Supported with evidence from Data and Consultation

	Opportunity to promote equality and/or barriers to service/differential impact	Evidence base	Current actions taken to address these	Further actions required
Race	<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>Need for more pitches identified in the Gypsy and Traveller Accommodation Assessment.</p> <p>Engagement with representatives of the travelling community has been limited in past consultations.</p> <p>Community Profiling has indicated potential for groups for whom English is a second language. However, from the data provided by Community Profiling, these groups are not significant enough to justify work on providing documentation in alternative languages as a matter of course.</p>	<p>Liaison with representative organisations.</p> <p>Draft policy on Gypsies and Travellers.</p> <p>A translation service is provided by the Council.</p>	<p>Included in Action Plan in addition to:</p> <p>Implementation of the District Plan gypsies and travellers policy.</p>
Disability	<p>There is currently a shortage of suitable accommodation for people with disabilities.</p> <p>To provide the policy framework to ensure:</p> <ul style="list-style-type: none"> - That there is adequate provision of community facilities and local services, and infrastructure. -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. -Additional housing is, where possible, built to 'Lifetime Homes' standards. <p>The consultation process on the draft 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>Joint response from Accessibility Action groups.</p> <p>Housing Needs Surveys.</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>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. Consideration given to font size and design layout. Documents written in plain English and terminology used explained in the clearest possible terms. Officers are available to explain the process in person, over the phone and via email.</p>	<p>Included in Action Plan. In addition to:</p> <p>Implementation of District Plan policies on design, accessibility, transport, community facilities and local services, infrastructure and housing mix.</p>

<p>Age</p>	<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 live in suitable accommodation continue to live 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 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. - Additional housing is, where possible, built to 'Lifetime Homes' standards.</p> <p>Encourage appropriate supported housing for older people, including those with dementia.</p> <p>The consultation process on the draft 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>Representations from young and older age groups are 'traditionally low' during consultation.</p> <p>West Sussex County Council report "A Fair Old Age"</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>Included in Action Plan. In addition to:</p> <p>Implementation of District Plan policies on affordable housing, design, accessibility, transport, community facilities and local services, infrastructure and housing mix.</p>
<p>Pregnancy and maternity</p>	<p>To provide the policy framework to ensure: -That there is adequate provision of community facilities and local services, and infrastructure. -that the location and design of development is accessible to all including community facilities, open spaces, the public realm and transport infrastructure.</p> <p>-A suitable housing offer is provided, including affordable housing, particularly in rural locations, to enable people to people to live in</p>	<p>None</p>	<p>Draft policies on affordable housing, design, accessibility, transport, community facilities and local services and housing mix.</p>	<p>Included in Action Plan. In addition to:</p> <p>Implementation of District Plan policies on affordable housing, design, accessibility, transport, community facilities and local services, infrastructure and housing mix.</p>

	<p>suitable accommodation and continue to live in their locality. For instance there are barriers to younger people getting on the housing ladder.</p> <ul style="list-style-type: none"> -The provision or improvement of community facilities and local services. - Additional housing is, where possible, built to 'Lifetime Homes' standards. <p>The consultation process on the draft District Plan should:</p> <ul style="list-style-type: none"> -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. 			
Gender	<p>Opportunity to provide for a range of employment types (as focusing on specific sectors may hinder access to jobs for all groups).</p>	<p>Employment Land Review</p> <p>Representation has been received from past consultations from both sexes.</p>	<p>Draft policies on economic development that provide for a range of employment types.</p>	<p>Implementation of District Plan policies on economic development that provide for a range of employment types.</p>
Religion and Belief	<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>Representations have been received from past consultations from various faith groups.</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>
Gender reassignment / Sexual Orientation / Marriage and civil partnership	<p>It is not currently considered that there are any specific policy requirements for these groups.</p> <p>It is not currently considered that additional requirements for consultation are required to successfully engage with these groups.</p>	<p>None.</p>	<p>None.</p>	<p>None</p>
Socio-economic factors	<p>To provide the policy framework to ensure</p> <ul style="list-style-type: none"> -The correct amount and distribution of housing and employment development to enhance the economic prosperity of all the district's towns and villages. -Support for the economy. - A suitable housing offer is provided, including affordable housing, to enable people to live in 	<p>Engagement with local communities including the business community.</p> <p>Housing Needs Assessments</p> <p>Evidence from the Indexes of Multiple Deprivation and Community Profiling work indicate wide variations in deprivation within the district.</p>	<p>Liaison with voluntary services, registered social landlord and the business community.</p> <p>Draft policies on housing, including affordable housing and housing mix, economic development that provide for a range of employment types,</p>	<p>Included in Action Plan. In addition to:</p> <p>Preparation of guidance in a future planning document setting out requirement to integrate affordable housing with market housing.</p>

	<p>suitable accommodation and continue to live in their locality.</p> <ul style="list-style-type: none"> -The integration of affordable housing with open market housing. - That there is adequate provision of community facilities and local services, and 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. - Additional housing is, where possible, built to 'Lifetime Homes' standards. -An increased opportunity to participate in leisure and cultural activities. <p>The consultation process on the draft 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>		<p>community facilities and local services and infrastructure, accessibility and transport.</p>	
<p>Living in a rural area</p>	<p>To provide the policy framework to ensure:</p> <ul style="list-style-type: none"> -The correct amount and distribution of housing and employment development to enhance the economic prosperity of all the district's villages. -Support for the rural economy. - 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. -The integration of affordable housing with open market housing where possible. -The provision of rural exception sites for affordable housing. - That there is adequate provision of community facilities and local services, and infrastructure. -That the location and design of development is accessible to all including open spaces, the 	<p>Engagement with local communities and Parish Councils</p> <p>Previous work and an update to the Rural Issues Background Paper</p> <p>Housing Needs Assessments</p> <p>Strategic Housing Market Assessments.</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.</p>	<p>Included in Action Plan.</p>

	<p>public realm and transport infrastructure.</p> <ul style="list-style-type: none">-The provision or improvement of community facilities and local services.- Additional housing is, where possible, built to 'Lifetime Homes' standards. <p>Location of retail development may restrict access to retail outlets.</p> <p>Large-scale development within the towns, may limit the amount of growth within rural areas, to the detriment of the rural area including limiting opportunities to enable people to continue to live in villages.</p> <p>The consultation process on the draft District Plan must ensure that engagement methods are to those who are living and perhaps isolated in rural areas to ensure that they can positively input into the plan making process.</p>			
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3. ANALYSIS AND ACTION PLANNING

Any gaps in information or provision, opportunities to promote equalities and/or barriers to services identified above need to be translated into SMART targets and recorded here. These actions then need to be incorporated into service plans so that they can be monitored at service level and also as part of a corporate equalities action plan.

Issue	Action/Target	Lead Officer	Deadline	How will impact be measured?
Policy provision to help meet the needs of the Travelling Community	Adopt District Plan which sets criteria for allocating additional sites for Gypsy and Travellers		To be updated following the consultation on the draft District Plan	Monitoring number of additional pitches provided.
Provision of homes that can meet the needs of all age groups and people with disabilities.	Adopt a policy that provides homes built to Lifetime Homes standards where possible. Adopt a policy that provides the right housing mix including provision for older people and vulnerable groups.		As above.	Monitoring where possible, number of new homes built to Lifetime Home standard.
Need to provide for the right amount and range of employment types including support for the rural economy.	Policies to support economic development of the district to ensure the correct amount and distribution of housing and employment development including support for the rural economy.		As above.	Monitoring of levels of unemployment and business start ups.
Need to enable people to live in suitable accommodation and continue to live in their locality, particularly in rural areas.	Adopt District Plan which will include policies to facilitate the delivery of affordable housing including rural exception sites		As above.	Monitoring number and location of affordable homes built. Monitoring number of rural exception sites brought forward.
Large-scale development within the towns, may limit the amount of growth within rural areas, to the detriment of the rural area including limiting opportunities to enable people to continue to live in villages.	Policy framework to ensure the correct amount and distribution of housing and employment development to the District including to the rural areas.		As above.	Monitor number and location of new homes. Implementation of policy framework that supports the provision of housing and employment development across the District.
Engagement methods are suitable for: - The travelling community; - Those with a physical disability or a mental impairment; - Young and older people;	Targeted engagement through liaison with representative groups and local community to ensure that these protected groups have the opportunity to input into the District Plan.		As above.	Evidence of involvement by monitoring level of response received from this group.

<p>-Those who are disadvantaged by their socio-economic background; - Those who are living and perhaps isolated in rural areas; -Those for whom English is a second language</p>	<p>Letters to representative groups with publicity posters for display where possible.</p> <p>Make Draft District Plan and response forms available at accessible places including: -all the district's libraries (including mobile library) and help-points -on-line (equipped with 'Browse aloud'). -The District Council offices and all Town and Parish Council offices.</p> <p>Any proposals for exhibitions should be at fully accessible venues.</p> <p>Ensure material sent to District Councillors to ensure they are briefed on the District Plan consultation to support communities.</p> <p>Make posters available for placement on District Council and Parish Council notice boards / halls/ mobile library.</p> <p>Ensure translation service logo in a prominent place in the District Plan and on the posters advertising public consultation.</p>			
<p>Ensure that engagement reaches as wide as possible audience including all groups</p>	<p>Ensure the methods adopted in the Draft Distract Plan Community Involvement Plan publicising the consultation process includes methods that will engage with the widest possible reach of people. For instance publicising consultation at community centres, doctor surgeries, job centres, schools and supermarkets and train station notice boards.</p>		<p>As above.</p>	<p>Monitor overall response rate. Monitor feedback received from consultation exercise.</p>

4. Signing off this assessment and action plan

Signature ...Nathan Spilsted.....
Person undertaking the assessment

Date August 2011



Signature
Head of Service

Date 7th October 2011