

MID SUSSEX DISTRICT COUNCIL

Equality Impact Assessment

Title of Policy/Service/Contract:

Equalities Impact Assessment for public consultation on the draft Mid Sussex Development Contributions and Infrastructure SPD, Affordable Housing SPD and Development Viability SPD.

Division: Planning Policy and Economic Development

Lead Officer: Lois Partridge

Date Assessment completed: 5th April 2018

1. SCOPING

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

These documents have been prepared to replace the adopted Developer Contributions and Infrastructure SPD (2006).

The aims of the SPDs are to ensure that the Council's guidance on development contributions:

Complies with all relevant and current national planning policy and guidance, and with policies in the District Plan;
Updates the requirements for each type of contribution and the costs of those contributions; and
Provide guidance which is fit for purpose and which will support the District Plan over the Plan period.

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 SPDs are based upon the policies contained within the District Plan, which 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 users of the SPDs are likely to be:

- 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 SPDs are based on the policies contained within the District Plan, which has been subject to its own Equalities Impact Assessment. The SPDs will be the subject of full public consultation. A Community Involvement Plan, informed by the results of this Assessment, details how the consultation will be undertaken.

Evidence

- The Mid Sussex District Plan 2014 -2031 has been subject to Examination hearings and was adopted in March 2018. The SPDs are based on the policies within the District Plan.
- Officers within the Council who provide community services such as open space provision, community facilities, affordable housing, gypsy and traveller accommodation, leisure facilities have been consulted on their requirements for developer contributions, to meet the needs of existing and planned residents.
- A range of service providers (including the Police, Emergency Services, Clinical Commissioning Group) have also been consulted on their requirements to ensure that they have the opportunity to provide up to date costs of their services.
- West Sussex County Council officers have been consulted on their requirements for educational services, early years provision, special educational needs, youth provision, sustainable transport and waste disposal services.
- All these groups have contributed to the SPDs, which have been informed by their requirements, to meet the needs of the community .

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

The requirements provided by each of the service providers reflect the needs of the full range of their clients, which includes all groups within society. The SPDs will therefore be requesting contributions from developers which will enable the service providers to meet those identified needs.

Approximately 900 individuals and organisations will be consulted on the SPDs; Mid Sussex District Council has identified a number of hard to reach groups, and these groups are included in this database.

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
The needs of different ethnic groups including white minorities, but also established white communities				
<p>To require financial contributions from developers, or land for development, which will be used to provide accommodation for gypsies and travellers.</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>Adopted District Plan Policy DP33 makes provision for gypsy and traveller accommodation.</p> <p>Strategic site allocation policies in the District Plan that require contributions towards the additional total identified need of gypsies and travellers.</p> <p>MSDC has carried out a Gypsy and Traveller Accommodation Assessment (2014) to identify accommodation needs.</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> <p>Make provision through the Development Contributions and Infrastructure SPD for financial contributions towards gypsy and traveller accommodation.</p>	<p>Alice Henstock</p>	<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>
The needs of men and women, including taking account of pregnancy and maternity				
<p>The consultation process on the SPDs is 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>The draft SPDs will be published on the Mid Sussex District Council website, and will be available in the deposit points, including the main libraries, around the District.</p>	<p>The contents of the documents will ensure that planned development does not impact adversely on existing or planned residents of the District.</p>	<p>Alice Henstock</p>	<p>Monitoring where possible.</p>
The needs of disabled people				
<p>There is currently a shortage of suitable accommodation for people with disabilities.</p> <p>The consultation process on the SPDs should ensure that engagement methods are</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>	<p>Alice Henstock</p>	<p>Monitor off-site financial contributions towards, and on-site provision of accessible and adaptable homes.</p>

<p>accessible to those with a physical disability or a mental impairment to ensure that disability is not a barrier to engagement.</p>	<p>The draft SPDs will be published on the Mid Sussex District Council website, and will be available in the deposit points, including the main libraries, around the District.</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>The Development Infrastructure and Contributions SPD sets out a requirement for accessible and adaptable dwellings in both market and affordable housing, and identifies the Building Regulations standards these dwellings should meet.</p> <p>The SPD sets out requirements for specialist accommodation such as provision for older people and vulnerable groups.</p>		
<p>The needs of people with a religion or belief</p>				
<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>The adopted Development and Infrastructure SPD (2006) requires contributions towards community buildings.</p>	<p>Implementation of District Plan policies on community facilities and local services and infrastructure.</p> <p>The SPDs contain requirements for contributions towards community facilities, which include places of worship.</p>	<p>Alice Henstock</p>	<p>Monitor off-site financial contributions towards affordable homes, and on-site provision of affordable homes.</p> <p>Monitor financial contributions from developers towards community facilities and sustainable transport.</p>
<p>The needs of gay men, lesbians, bisexuals and heterosexual people</p>				
<p>It is not considered that there are any specific requirements for these groups.</p>				
<p>Issues from marriage and civil partnership</p>				
<p>It is not considered that there are any specific requirements for these groups.</p>				
<p>The needs of different age groups, for example older and younger people</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 continue</p>	<p>Liaison with representative organisations.</p> <p>Mid Sussex District Council has identified a number of hard to reach groups, and these</p>	<p>The SPDs set out the Council's requirements, for developer contributions towards the provision of</p>	<p>Alice Henstock</p>	<p>Monitor off-site financial contributions towards affordable homes, and on-site provision of</p>

<p>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.</p> <ul style="list-style-type: none"> - 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. <p>Encourage appropriate supported housing for older people, including those with dementia.</p> <p>The consultation process on the SPDs should:</p> <ul style="list-style-type: none"> -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>groups are included in this database, who will be notified of the consultation on the SPDs.</p> <p>The draft SPDs will be published on the Mid Sussex District Council website, and will be available in the deposit points, including the main libraries, around the District.</p> <p>Supporting material is made available on the website which is equipped with 'browse aloud' for those with visual impairments.</p> <p>Consideration has been 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>accessible and adaptable housing, affordable housing, community facilities, self-build and custom build housing. This will help to ensure that new development in the District contributes to the housing needs of older and younger people, both existing and planned residents.</p>		<p>affordable homes. Monitor financial contributions from developers towards community facilities and sustainable transport.</p> <p>Monitoring, where possible, the mix of new homes that is provided.</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"> -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 suitable accommodation and 	<p>Liaison with voluntary services, registered social landlords and the business community.</p> <p>District Plan 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>The SPDs set out the Council's requirements, for developer contributions towards the provision of accessible and adaptable housing, affordable housing, community facilities, self-build and custom build housing. This will help to ensure that new development in the District contributes to the housing needs of</p>	<p>Alice Henstock</p>	<p>Monitor off-site financial contributions towards affordable homes, and on-site provision of affordable homes. Monitor financial contributions from developers towards community facilities and sustainable transport.</p>

<p>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. -An increased opportunity to participate in leisure and cultural activities. <p>The consultation process on the SPDs 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>The draft SPDs will be published on the Mid Sussex District Council website, and will be available in the deposit points, including the main libraries, around the District.</p> <p>Supporting material is made available on the website which is equipped with 'browse aloud' for those with visual impairments.</p> <p>Consideration has been 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>people who are disadvantaged by socio-economic factors such as low incomes, skills or living in a deprived area.</p>		<p>Monitoring, where possible, the mix of new homes that is provided.</p>
<p>The needs of people who live 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 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 public realm and transport infrastructure. 	<p>Liaison with Parish Councils, representative groups and local communities.</p> <p>District Plan Policy DP32: Rural Exception Sites allows for the provision of rural exception sites.</p> <p>District Plan Policy DP1: Sustainable Economic Development allows new small scale economic development in the countryside.</p> <p>The draft SPDs will be published on the Mid Sussex District Council website, and will be available in the deposit points, including the main libraries, around the District.</p> <p>Supporting material is made available on the website which is equipped with 'browse aloud' for those with visual impairments.</p> <p>Consideration has been given to font size</p>	<p>The Affordable Housing SPD provides details on bringing forward rural exceptions site, to provide affordable housing to meet local needs.</p>	<p>Alice Henstock</p>	<p>Monitor financial contributions to rural exception sites.</p> <p>Implementation of policy framework that supports the provision of housing and employment development in rural areas, across the district.</p>

<p>-The provision or improvement of community facilities and local services.</p> <p>Location of retail development may restrict access to retail outlets.</p>	<p>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>			
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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>The consultation will be managed to ensure that engagement reaches as wide as possible audience, including all groups</p> <p>The SPDs seek contributions from developers which will contribute to the funding of a wide range of types of housing, community facilities, emergency services, healthcare, and open space/leisure provision which have the potential to benefit all sectors of the community.</p>	<p>Promotion of consultation exercise, liaison with representative organisations and monitoring of consultation.</p> <p>Monitor contributions from developers and how these are used to meet the needs of a range of groups including the elderly, gypsies and travellers, those with disabilities, the rural community, and people who are disadvantaged by socio-economic factors.</p>

4. Signing off this assessment and action plan

Signature Lois Partridge..... Date5th April 2018
 Person undertaking the assessment

Signature Sally BlomfieldDate6th April 2018
 Head of Service