

MID SUSSEX DISTRICT COUNCIL

Equality Impact Assessment

Title of Policy/Service/Contract:

Equalities Impact Assessment for public consultation on the draft Haywards Heath Town Centre Masterplan SPD

Division: Planning Policy

Lead Officer: Andrew Marsh

Date Assessment completed: 5th October 2020

1. SCOPING

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

Mid Sussex District Council has prepared a Haywards Heath Town Centre Masterplan Supplementary Planning Document (SPD) to supplement a specific policy in the Mid Sussex development plan (District Plan policy DP2: Town Centre Development). The Masterplan SPD provides a framework and guiding principles for planning decisions within the defined Town Centre boundary.

The SPD provides guidance on policies which have already been adopted in the Mid Sussex District Plan 2014-2031. It does not provide new policies but rather provides guidance that sets out in more detail how the policies in the District Plan should be implemented. The District Plan was accompanied by an EqIA.

The aim of the SPD is to provide a framework for economic vitality, recovery and growth. An adopted Masterplan demonstrates the intentions for regeneration and renewal which in turn provides more clarity for the community, those looking to invest (including supporting future investment priorities and decisions) and those planning development and infrastructure.

The SPD will be subject to public consultation, which will involve all members of the community.

The results of this Equality Impact Assessment will be used to inform the Community Involvement Plan that will detail the consultation arrangements with stakeholders and the community.

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

The SPD is based upon the policies contained within the District Plan, which have the potential to affect anyone who lives, works or visits Mid Sussex – particularly Haywards Heath which is the focus of this SPD.

The main users of the SPDs are likely to be:

- Members of the public;
- Those involved in the development industry such as developers, architects, landowners, agents;

- Those looking to invest in the SPD area;
- Development Management Officers;
- District, Town and Parish Councillors;
- Organisations and individuals that represent groups of people;
- Internal customers such as Economic Development, Parking, Estates and Leisure

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

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

There has been early engagement with others during the production of this SPD, providing a range of expertise and advice.

These include:

- Specialist Urban Design and Transport consultants;
- A Member Workshop comprising Councillors;
- West Sussex County Council officers giving advice on transport issues, which have implications re: accessibility.

As well as internal Council officers, including:

- Economic Development
- Estates
- Parking
- Leisure

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

Engagement with these groups has ensured a board range of opinions have input into the production of the SPD at an early stage.

The upcoming public consultation will also improve the Council's ability to receive input from an even more diverse range of voices, ensuring the final document is responsive to the needs of all groups of society.

The document will be available to view digitally, on the Mid Sussex District Council website, and hard copies will be available to view at key locations provided it is safe to do so given the Covid-19 pandemic. The Council will also be directly reaching out for responses to the consultation by utilising the Planning Policy Updates database which includes over 500 subscribers, who will receive notification and further information about the consultation.

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>The SPD should provide a framework and guiding principles which encourages new development to be responsive to the needs of all sectors of society, including ethnic groups.</p> <p>The public consultation included in the preparation of the SPD will be responsive to needs of all groups.</p>	<p>Consultation with representative organisations.</p> <p>A translation service is provided by the Council.</p>		Andrew Marsh	Monitoring where possible.
The needs of men and women, including taking account of pregnancy and maternity				
<p>The SPD will provide guidance which encourages new development to be responsive to the needs of all genders.</p> <p>The public consultation included in the preparation of the SPD should be responsive to needs of men and women.</p>	<p>The consultation processes of all planning documents are open to all.</p>		Andrew Marsh	Monitoring where possible.
The needs of disabled people				
<p>The SPD provides guidance which encourages town centre regeneration to be responsive to the needs of disabled people. This includes ensuring the public realm is accessible to all and pedestrian friendly.</p> <p>The public consultation included in the preparation of the SPD should be responsive to needs of disabled people.</p>	<p>Liaison with Access Groups.</p> <p>District Plan policies on design, accessibility, transport, community facilities and local services and infrastructure aim to ensure development is responsive to the needs of disabled people.</p> <p>Supporting material is made available on the website which is equipped with 'browse aloud' for those with visual impairments.</p> <p>The consultation processes of all planning</p>		Andrew Marsh	Monitoring where possible.

	<p>documents are open to all and accessible to the needs of disabled people.</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>			
The needs of people with a religion or belief				
None identified.				
The needs of gay men, lesbians, bisexuals and heterosexual people				
None identified.				
Issues from marriage and civil partnership				
None identified.				
The needs of different age groups, for example older and younger people				
<p>The SPD provides guidance which encourages town centre renewal and regeneration to be responsive to the needs of all age groups.</p> <p>The public consultation included in the preparation of the SPD should be responsive to needs of different age groups.</p>	<p>Liaison with representative organisations.</p> <p>Mid Sussex District Council has identified a number of hard to reach groups, and these 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 as hard copy in key locations (where safe to do so)</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</p>		Andrew Marsh	Monitoring where possible.

	possible terms. Officers are available to explain the process in person, over the phone and via email.			
The needs of transgender communities				
None identified.				
The needs of people who are disadvantaged by socio-economic factors such as low incomes, skill or living in a deprived area				
The SPD should provide guidance which encourages new development to be responsive to the needs of people who are disadvantaged by socio-economic factors.	<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>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>		Andrew Marsh	Monitoring where possible.
The needs of people who live in a rural area				
Whilst the focus of the Town Centre Masterplan is Haywards Heath Town Centre (within an urban area) it is recognised that members of the community from rural areas rely on the facilities and services it provides. The Masterplan will encourage greater access (by sustainable transport as well as provision of additional car parking) for all members of the community.	<p>Consultation will involve Parish Councils, representative groups and local communities.</p> <p>District Plan Policy DP2: Town Centre Development recognises the crucial role Town Centres play for members of the community (both within the town itself and further afield)</p>		Andrew Marsh	Monitoring where possible.

3. Mid Sussex District Council Equality Impact Assessment Summary

Key findings	Future Actions
<p>Engagement methods should ensure seldom heard groups across the community are able to respond to the consultation.</p> <p>The consultation will be managed to ensure that engagement reaches as wide as possible audience, including all groups</p> <p>The SPD establishes principles and standards for regeneration within the SPD boundary, that aim to create safe and attractive places that are responsive to the needs of all.</p>	<p>Promotion of consultation exercise, liaison with representative organisations and monitoring of consultation.</p> <p>Monitor the individual projects and proposals that arise from the Town Centre Masterplan to ensure they meet Planning Policy and the SPD principles to ensure they meet the requirements of all members of the community.</p>