

LOCAL PLAN EVIDENCE BASE for Bolsover District

Equalities Impact Assessment



April 2018

**Bolsover District Council
Equality Impact Assessment**



Introduction

An equality impact assessment (EIA) is a process designed to ensure that a policy, project or scheme does not discriminate against any disadvantaged or vulnerable people.

The scope of the assessment includes all protected characteristics for equality: age, disability, gender, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sexual orientation, as well as socio economic, geographical or any other status.

1. Outline

| | |
|--|--|
| Title of policy, practice, service or function being assessed | Bolsover District Publication Local Plan |
| Officers conducting assessment | Jon Hendy |
| Date of assessment | April 2018 |
| Reason for assessment | The Publication Local Plan includes a range of policy provisions that should benefit equality groups. The impact of the Local Plan is intended to be positive, as its policies will inform planning decisions in Bolsover District until 2033. |

| | |
|---|--|
| <p>What is the purpose of this policy, practice, service or function? (specify aims and objectives)</p> | <p>The purpose of the Bolsover Publication Local Plan is twofold; firstly to allocate land for new development (primarily residential and employment land) in order to meet the needs of the District, and secondly to provide the framework to enable the District Council to make decisions on planning applications over the plan period up to 2033.</p> <p>The Publication draft set of policies was agreed by Planning Committee on the 18th April 2018.</p> |
| <p>Are there any other organisations involved in its implementation?</p> | <p>Derbyshire County Council Derbyshire NHS Private Sector Developers Housing Associations Utility Companies and Other Infrastructure Providers Businesses Sport England Natural England English Heritage Derbyshire Wildlife Trust Parish Councils Local Residents and Community Groups</p> |
| <p>Which other District Council departments are affected by the policy, practice, service or function? Do any of the objectives directly support or hinder another activity?</p> | <p>The Local Plan supports development of housing and employment sites across Bolsover District and is a key driver for delivery of the Council's Corporate Plan aims. The Local Plan therefore supports Planning, Housing, Leisure and Economic Development services.</p> |

2. Assessing relevance to the general equality duty

| The General Equality Duty has three aims which require the District Council to have due regard to the need to: | Tick those which are relevant |
|--|-------------------------------|
| Eliminate unlawful discrimination (both direct or indirect), harassment and victimisation | - |
| Advance equality of opportunity between all persons by <ul style="list-style-type: none"> - removing or minimising disadvantages suffered by protected groups; - taking steps to meet the needs of people from protected groups where these are different from the needs of other people - encouraging people from protected groups to participate in public life or other activities where participation is disproportionately low | ✓ ✓ ✓ |
| Foster good relations between different groups | ✓ |

3. What existing information / data do you have / monitor about different diverse groups in relation to this policy, practice, service or function?

E.g: previous EIA's, reports, consultation, surveys, demographic data etc.

| Information / Data | Source | What it tells you | Gaps |
|---|--|---|------|
| <p>Bolsover Equality Information published on website:</p> <p>http://www.bolsover.gov.uk/index.php/search/60-your-council/equality-diversity/245-your-council-equalities-data</p> | <p>Census 2011</p> <p>ONS</p> | <p>Summary profile of Census 2011 data</p> <ul style="list-style-type: none"> - High older population - Low level of ethnic diversity (96.3% White British) - Relatively high levels of disability. | |
| <p>BDC Monitoring data</p> | <p>Bolsover District Council</p> | <p>Equalities monitoring data</p> <ul style="list-style-type: none"> - Customer satisfaction with services | |
| <p>Local Plan: Evidence base</p> | <p>The evidence base (updated 2018) identified a number of key issues on which the Council consulted in October 2016 as part of the ongoing preparation of the Local Plan. Further updates to the evidence base have been undertaken throughout the Plan preparation process.</p> <p>Local Plan: Evidence Base. (On Planning Policy Monitoring page)</p> | <p>The evidence base includes an assessment of:</p> <ul style="list-style-type: none"> - How the district works in spatial terms and how it deals with places and their relationships with each other - The main issues, problems and opportunities | |

| Information / Data | Source | What it tells you | Gaps |
|--------------------|--|--|------|
| | http://www.bolsover.gov.uk/index.php/resident/local-plan?accid=1 | <ul style="list-style-type: none"> - The local distinctiveness of the area - The changes that are likely to affect the area over the period to 2033 - All relevant national policies and proposals that have a bearing on the use of space within the District. | |
| Consultation | Local Plan for Bolsover District – Identified Strategic Options 2015. http://www.bolsover.gov.uk/images/LIVE/P/Plan_NLP_Identified_Strategic_Options_LPfBD_1510.pdf | Statement of Consultation for the Identified Strategic Options, includes details of representations received and public consultation events undertaken. http://www.bolsover.gov.uk/images/LIVE/P/Plan_NLP_Statement_of_Consultation_ISO_1610.pdf | |
| | In Touch Magazine that went to every household in the district (February 2016) | The Council carefully considered all of the views put forward, together with a range of evidence and used them to inform the Preferred Strategic Options for the new Local | |

| Information / Data | Source | What it tells you | Gaps |
|--------------------|--|--|------|
| | | Plan. Residents were invited to become involved in future stages. | |
| | Consultation Draft Local Plan October 2016 http://www.bolsover.gov.uk/images/LIVE/P/Plan_NLP_Consultation_Draft_LPfBD_1610.pdf | Statement of Consultation for Consultation Draft Local Plan, includes details of representations received and public consultation events undertaken. Equalities Issues raised <ul style="list-style-type: none"> • Risk to safety of children and the elderly due to increased traffic. • Loss of green space used by young children • A lack of accommodation so that older people are unable to downsize. • Improving disabled access at Whitwell Railway Station. http://www.bolsover.gov.uk/images/LIVE/P/Plan_NLP_State | |

| Information / Data | Source | What it tells you | Gaps |
|---|--|---|---|
| | | ment_of_Consultation_PublL PfBD_1709.pdf | |
| | Publication Draft Local Plan (April 2018.) http://www.bolsover.gov.uk/images/LIVE/P/Plan_NLP_Publication_LPfBD_1805.pdf | Consultation includes sending the In Touch magazine to every household containing a two page spread on the local plan. | |
| Gypsy Traveller Accommodation Needs Assessment, (July 2015) | The report draws on primary and secondary data sources including: <ul style="list-style-type: none"> - Primary data: face-to-face surveys of Gypsies and Travellers. - Secondary information: including a literature review and secondary data analysis - Stakeholder consultation: with local organisations involved with Travellers. Reported to Local Plan Steering Group in March 2015. | The report considers a range of English Romany Gypsy, Irish Traveller groups and Travelling Showpeople in the study area, across different tenure types. It quantifies the accommodation & housing related support needs (residential, transit/emergency sites, bricks & mortar) for these groups from 2014/15 - 2034/35. Gypsy & Traveller Pitches: Additional need in Bolsover 2014-2035 = 17 | In August 2015, the Government changed the definition of Gypsies and Travellers so that it did not include Travellers who had ceased to travel permanently. This differentiation is not reflected in the policy. An |

| Information / Data | Source | What it tells you | Gaps |
|-------------------------------|---|--|--|
| | | <p>Travelling Showpeople Plots 2014/15 – 2034/35 = 13</p> <p>NB:</p> <ul style="list-style-type: none"> - 67% felt that they had experienced discrimination in accessing services - 82% had experienced racism or bullying | <p>update to the GTAA due in 2019 will address this differentiation.</p> |
| Elderly persons housing needs | <p>Strategic Housing Market Area Assessment 2013 (updated in 2018)</p> <p>http://www.bolsover.gov.uk/index.php/resident/local-plan?accid=1</p> | <p>There is a need to provide accommodation for elderly people in the district.</p> | |

4. Based on the evidence above, does the policy, practice, service or function have a positive or negative impact on any protected group(s)?

The following Table sets out the relevant equalities issues for each of the policies contained within the Bolsover Publication Local Plan. Following the examination of the Publication Local Plan, and consideration of representations received, the Council will set out the agreed modifications to the policies in the plan which will address any relevant equality issues identified.

| Bolsover Publication Local Plan Policy Reference | Equalities Impact | Recommendations for Mitigation and Improvement in the form of minor modifications in respect of representations received |
|---|---|---|
| Policy SS1: Sustainable Development | No significant impacts on equality groups | |
| Policy SS2: Scale of Development | No significant impacts on equality groups | |
| Policy SS3: Spatial Strategy and Distribution of Development | Has positive benefits by ensuring access to services, facilities, employment opportunities and housing for & by all age groups, those with disabilities, by both men and women. As the policy promotes new development in sustainable locations including a wide range of rural settlements, it will ensure access to services, facilities, employment opportunities and housing for those living in rural areas. The promotion of employment development and the provision of new employment land in sustainable locations, particularly the market towns, | |

| Bolsover Publication Local Plan Policy Reference | Equalities Impact | Recommendations for Mitigation and Improvement in the form of minor modifications in respect of representations received |
|--|--|---|
| | which should benefit those living in the District's more deprived wards. | |
| Policy SS4: Strategic Site Allocation - Bolsover North | Policy provides for extra care unit which would have a positive impact on the elderly. Policy requires green space thus benefiting the whole community but particularly younger people. | |
| Policy SS5: Strategic Site Allocation - Clowne Garden Village | Policy requires green space thus benefiting the whole community but particularly younger people. | |
| Policy SS6: Strategic Site Allocation - Former Whitwell Colliery site | Policy requires a country park thus benefiting the whole community but particularly younger people. | |
| Policy SS7: Coalite Priority Regeneration Area | Policy supports new business or industrial development. Policy has positive benefits for those younger people seeking work. | |
| Policy SS8: Pleasley Vale Regeneration Area | No significant impacts on equality groups | |
| Policy SS9: Development in the Countryside | Policy has positive benefits as it enables new development in the countryside where it supports the growth of agriculture, tourism or other rural based enterprises, and/or provides affordable housing for an identified local need | |

| Bolsover Publication Local Plan Policy Reference | Equalities Impact | Recommendations for Mitigation and Improvement in the form of minor modifications in respect of representations received |
|--|---|---|
| Policy SS10: Development in the Green Belt | No significant impacts on equality groups | |
| Policy SS11: Development in Important Open Breaks | No significant impacts on equality groups | |
| Policy LC1: Housing Allocations | Policy has positive benefits by seeking to ensure that the housing needs of all sections of the community are met including affordable housing (for those on a low wage regardless of their age) and housing for older people as well as disabled people who are in need. It will also benefit both newly forming and single parent households, those in rural areas and those in greatest need and unable to afford property on the open market. | |
| Policy LC2: Affordable Housing through market housing | Policy has positive benefits as it seeks to address the need for affordable housing and specifies a minimum requirement for residential developments based on the evidence base and consultation on housing options. | |
| Policy LC3: Type and Mix of Housing | Criteria for a mix of housing type, size and tenure have been incorporated into the policy for affordable housing, and for specialised housing accommodation to meet the needs of elderly and vulnerable people. All residential development | |

| Bolsover Publication Local Plan Policy Reference | Equalities Impact | Recommendations for Mitigation and Improvement in the form of minor modifications in respect of representations received |
|--|--|---|
| | should be designed and built to encourage sustainable, flexible living. The range and choice of accommodation set out by the Local Plan should help meet the needs of our diverse communities, including families and individuals of all ages, older people, disabled people, service families and people wishing to self-build. | |
| Policy LC4: Custom and Self Build Dwellings | No significant impacts on equality groups | |
| Policy LC5: Site Allocations for Gypsies, Travellers and Travelling Show-people | This policy should have a positive impact on the Traveller communities by allocating sites for them in consultation with the Derbyshire Gypsy and Traveller Liaison Group. | |
| Policy LC6: Applications for Gypsies, Travellers and Travelling Show-people | This policy will have a positive impact in the event additional need is identified for new gypsy and traveller sites, by setting out the criteria that will be used to guide new sites to suitable locations that meet both the needs of gypsies and travellers and of the District's communities. | |
| Policy LC7: Safeguarding sites for Gypsies, Travellers and Travelling Show-people | This policy will have a positive impact on the Traveller communities by protecting sites for these groups. | |

| Bolsover Publication Local Plan Policy Reference | Equalities Impact | Recommendations for Mitigation and Improvement in the form of minor modifications in respect of representations received |
|---|---|---|
| Policy LC8: Agricultural, Forestry and Other Occupational Dwellings in the Countryside | No significant impacts on equality groups | |
| Policy LC9: Removal of Agricultural and Other Occupancy Conditions | No significant impacts on equality groups | |
| Policy WC1: Employment Land Allocations | Policy has positive benefits for people seeking work and especially young people by enabling access to local employment opportunities | |
| Policy WC2: General Principles for Economic Development | Policy supports new business or industrial development. Policy has positive benefits for people seeking work and especially those younger people seeking work. | |
| Policy WC3: Supporting the Rural Economy | Policy has positive benefits as it enables new development in the countryside where it supports the growth of agriculture, tourism or other rural based enterprises | |
| Policy WC4: Rough Close Works, South Normanton | No significant impacts on equality groups | |
| Policy WC5: Retail, Town Centre and Local Centre Development | This policy will have positive impacts for older and elderly people and people with disabilities by ensuring new shops and services are located where they can be accessed by public transport. | |

| Bolsover Publication Local Plan Policy Reference | Equalities Impact | Recommendations for Mitigation and Improvement in the form of minor modifications in respect of representations received |
|--|---|---|
| Policy WC6: Bolsover Edge of Town Centre Allocation | This policy will have positive impacts for older and elderly people and people with disabilities by ensuring new shops and services are located where they can be accessed by public transport. | |
| Policy WC7: Shirebrook Edge of Town Centre Allocations | This policy will have positive impacts for older and elderly people and people with disabilities by ensuring new shops and services are located where they can be accessed by public transport. | |
| Policy WC8: South Normanton Edge of Town Centre Allocations | This policy will have positive impacts for older and elderly people and people with disabilities by ensuring new shops and services are located where they can be accessed by public transport, and by allowing the possibility for an extra care facility to be developed. | |
| Policy WC9: Hot Food Takeaways | This policy should have a positive impact on the young by limiting access to unhealthy foods whilst at School. | |
| Policy WC10: Tourism and the Visitor Economy | No significant impacts on equality groups | |
| Policy SC1: Development within the Development Envelope | No significant impacts on equality groups | |

| Bolsover Publication Local Plan Policy Reference | Equalities Impact | Recommendations for Mitigation and Improvement in the form of minor modifications in respect of representations received |
|---|---|---|
| Policy SC2: Sustainable Design and Construction | No significant impacts on equality groups | |
| Policy SC3: High Quality Development | Policies on design and layout seek to improve safety and perceptions of safety in the public realm. This should benefit children, older people, disabled people and racial / other minority groups who may feel vulnerable. Policies also promote inclusive design, which should benefit older people and disabled people who have mobility issues. | |
| Policy SC4: Comprehensive Development | The policy will help to ensure that infrastructure most needed by those least able to travel is provided locally. | |
| Policy SC5: Change of Use and Conversions in the Countryside | No significant impacts on equality groups | |
| Policy SC6: Renewable and Low Carbon Energy | No significant impacts on equality groups | |
| Policy SC7: Flood Risk | No significant impacts on equality groups | |
| Policy SC8: Landscape Character | No significant impacts on equality groups | |
| Policy SC9: Biodiversity and Geodiversity | No significant impacts on equality groups | |

| Bolsover Publication Local Plan Policy Reference | Equalities Impact | Recommendations for Mitigation and Improvement in the form of minor modifications in respect of representations received |
|--|---|---|
| Policy SC10: Trees, Woodland and Hedgerows | No significant impacts on equality groups | |
| Policy SC11: Environmental Quality (Amenity) | No significant impacts on equality groups | |
| Policy SC12: Air Quality | No significant impacts on equality groups | |
| Policy SC13: Water Quality | No significant impacts on equality groups | |
| Policy SC14: Contaminated and Unstable Land | No significant impacts on equality groups | |
| Policy SC15: Hazardous Installations | No significant impacts on equality groups | |
| Policy SC16: Development Within or Impacting upon Conservation Areas | No significant impacts on equality groups | |
| Policy SC17: Development affecting Listed Buildings and their Setting | No significant impacts on equality groups | |
| Policy SC18: Scheduled Monuments and Archaeology | No significant impacts on equality groups | |

| Bolsover Publication Local Plan Policy Reference | Equalities Impact | Recommendations for Mitigation and Improvement in the form of minor modifications in respect of representations received |
|--|---|---|
| Policy SC19: Bolsover Area of Archaeological Interest | No significant impacts on equality groups | |
| Policy SC20: Registered Parks and Gardens | No significant impacts on equality groups | |
| Policy SC21: Non Designated Local Heritage Assets | No significant impacts on equality groups | |
| Policy ITCR2: The Multi-User Trails Network | No significant impacts on equality groups | |
| Policy ITCR3: Protecting Footpaths and Bridleways | No significant impacts on equality groups | |

| Bolsover Publication Local Plan Policy Reference | Equalities Impact | Recommendations for Mitigation and Improvement in the form of minor modifications in respect of representations received |
|---|--|---|
| Policy ITCR4: Local Shops and Community Facilities | <p>Positive benefits as policy seeks to protect local facilities often relied upon by older people, children and their parents, and those with mobility problems, pregnant women or parents on maternity / paternity leave.</p> <p>Furthermore as more women than men tend to have caring responsibilities, retaining facilities such as nurseries and care homes will have positive benefits</p> <p>The policy also supports new community provision which is well related to the community it is intended to serve which would be taken into account when considering applications for new places of worship</p> <p>The retention of community facilities and services, including halls, shops, post offices, nurseries, places of worship, care homes, libraries, public houses will enable them to be utilised by the communities without incurring considerable expenditure where they may be in deprivation.</p> | |
| Policy ITCR5: Green Space and Play Provision | <p>Policy has positive benefits as it seeks to enhance open spaces and recreation facilities – thus benefiting the whole community but particularly younger people.</p> | |
| Policy ITCR6: Protection of Green Space | <p>Policy has positive benefits as it seeks to protect, maintain and enhance existing open spaces and</p> | |

| Bolsover Publication Local Plan Policy Reference | Equalities Impact | Recommendations for Mitigation and Improvement in the form of minor modifications in respect of representations received |
|---|--|---|
| | recreation facilities – thus benefiting the whole community but particularly younger people. | |
| Policy ITCR7: Playing Pitches | Policy has positive benefits as it seeks to protect, maintain and enhance existing open spaces and recreation facilities – thus benefiting the whole community but particularly younger people. | |
| Policy ITCR8: New and Existing Indoor Sports Facilities | Provision of sport, leisure & recreation facilities is important to promote social inclusion and health & wellbeing and to foster good relations between different groups. | |
| Policy ITCR9: ITC and Telecommunications | No significant impacts on equality groups | |
| Policy ITCR10: Supporting Sustainable Transport Patterns | The policy has positive benefits as it seeks to ensure that new development is well served by services and in such a way as to minimise the need to travel and promoting the use of public transport, which is likely to benefit those less mobile members of the community. It will also enable access to the services and facilities that pregnant women and parents on maternity / paternity leave may require. | |
| Policy ITCR11: Local Transport Improvement Schemes | The policy has positive benefits as it seeks to ensure that new development is well served by services and in such a way as to minimise the need to travel and promoting the use of public transport, which is likely to benefit those less mobile members | |

| Bolsover Publication Local Plan Policy Reference | Equalities Impact | Recommendations for Mitigation and Improvement in the form of minor modifications in respect of representations received |
|--|---|---|
| | of the community. It will also enable access to the services and facilities that pregnant women and parents on maternity / paternity leave may require. | |
| Policy ITCR12: Parking Provision | The policy refers to a Supplementary Planning Document on Local Parking Standards that will refer to standards for disabled and parent/child spaces. | |
| Policy II1: Plan Delivery and the Role of Developer Contributions | The policy will help to ensure that infrastructure most needed by those least able to travel is provided locally. | |
| Policy II2: Employment and Skills | This additional support to the employment market may most benefit those people with protected characteristics and who may have experienced greater challenges in the employment market. | |

5. Consultation and engagement

Do we need to seek the views of others and if so, who? If not, please explain why.

Extensive consultation has been carried out at each stage of the policy development process. Feedback from consultation and representations made has been incorporated into the Publication Local Plan.

6. Commissioned / outsourced services

| | |
|---|----------|
| Is your policy, practice, service or function is partly or wholly provided by any external organisation / agency | Yes / No |
| If yes, please list any contractual or other arrangements which aim to ensure that the provider promotes equality and diversity (e.g.: monitoring data) | N/A |

7. Improvement Plan

| Key issues identified | Actions |
|--|---|
| WC 1 & ITCR 2 Since the Local plan process commenced the UK has voted to leave the European Union and this may impact upon current EU funding sources for New industrial units or for the implementation of Multi-user trails, which could impact upon the young in terms of new employment opportunities and also younger people and older people who might use Multi-user Trails for cycling and walking. | Implications of leaving the EU are unknown at this time but should borne in mind during the lifetime of the plan. |

| | |
|--|---|
| <p>SS4, SS5, SS6, SS7, SS8, WC1, WC2, WC3, WC4, WC5, WC6, WC7, WC8, WC 10. Consider how issues such as the gender pay gap and barriers to employment for disabled people might be addressed at project level through the implementation of allocations that result in employment in various employment sectors.</p> | <p>Assess any relevant projects that come forward on allocated sites for equalities considerations.</p> |
| <p>WC10 Consider the use of accessible facilities which are suitable for all age groups but particularly for disabled people, for example in tourist accommodation.</p> | <p>Assess any relevant projects that come forward on allocated sites for equalities considerations.</p> |

Recommendations and Decisions

Take immediate action by:

| | |
|---|--|
| Amending the policy, strategy, practice, service or function | |
| Use an alternative policy, strategy, practice, service or function | |
| Develop equality objectives and targets for inclusion in the service plan | |
| Initiate further research | |
| Any other method (please state) | |

All actions must be listed in the following Equality Impact Assessment Improvement Plan Summary

Equality Impact Assessment Improvement Plan Summary

Name of policy, practice, strategy, service or function ... Bolsover District Publication Local Plan

Department ...Planning.....

Date of assessment ...17/04/18.....

Please list all actions, recommendations and/or decisions you plan to take as a result of the equality impact assessment.

| Recommendation/Decision | Action Required | Responsible Officer | Target Date | Resources | Progress | Actual Outcome |
|--------------------------------|------------------------|----------------------------|--------------------|------------------|-----------------|-----------------------|
| tbc | | | | | | |
| | | | | | | |
| | | | | | | |

Please state where the departmental electronic assessment will be kept:

.....

Please send your completed assessment form to:

| | |
|---|---|
| Amar Bashir Improvement Officer (NEDDC Equality lead) Customer Service and Improvement Transformation Directorate Ext: 7047 Bashir.amar@ne-derbyshire.gov.uk | Lynne Cheong Improvement Officer (BDC Equality lead) Customer Service and Improvement Transformation Directorate Ext 2407 Lynne.cheong@bolsover.gov.uk |
| Please note the Improvement Team is a joint team and as such cover is provided across both councils– please contact the NEDDC/BDC leads as required. | |

Improvement Officers

| Approval Process | | Comments |
|-----------------------------|------------|--|
| Date of assessment | April 2018 | |
| Date of IO review | 17/04/18 | |
| Signed off | Yes | |
| Subject to minor amendments | Yes | EIA will be amended to take account of consultation and any emerging potential areas which require mitigation. |
| Any advice given | Yes | Advice given on case law with regard to equality considerations |

| | | |
|-------------------------------------|--|--|
| Date published on corporate website | | |
|-------------------------------------|--|--|

Copies of all EIAs are stored electronically by the Improvement Team for internal reference. The Council publishes its Equality Impact Assessments as evidence of the analysis that it undertook to establish whether its policies, strategies, practices, services and functions would further or would have furthered the 3 aims of the general equality duty, details of the information that it considered and details of engagement undertaken when doing the analysis.

The general duty requires the council to:

- Eliminate discrimination, harassment & victimisation
- Advance equality
- Foster good relations between different groups

Version control:

| | | |
|-----|---------------|---------|
| v.1 | 17 April 2018 | JH & LC |
|-----|---------------|---------|