

Maldon District Council Equality Analysis

Please complete the questions below as fully as possible - the boxes will expand to accommodate your text. Please include the document version in the footer below.

Title North Quay Development Brief Supplementary Planning Document	Date November 2020	Officer Preparing JL
1. Background		
<p>1.1 Description of proposal / policy / service (Including aims, outcomes and in the case of an existing service how long it has been delivered in its current format)</p> <p>The North Quay Development Brief SPD is to regenerate the riverside area of the Causeway Regeneration Area to support business expansion, encourage redevelopment of redundant sites through employment-led mixed-use development. In addition, it seeks to improve access to the riverside, improve connectivity, whilst protecting and enhancing the natural and historic environment.</p>		
<p>1.2 Who are the users of the proposal / policy / service (Refer to data held about the users of the service i.e. numbers of users, demographic breakdown. Having this information is important to understand which sectors of the community might be affected. If that is not available refer to the demographic data held on the intranet.)</p> <p>Any person or organisation interested in the North Quay Development Brief area, including residents, landowners, businesses, developers, planning agents, private individuals, utility companies and statutory bodies.</p>		
<p>1.3 Have users been consulted with? (Have you carried out consultation with users or stakeholders while drawing up the proposal / policy / service? For example, have you carried out a formal consultation, discussed the issue with a Friends/User Group or consulted with stakeholders? If so, outline the results and how it has informed your plans. It's also important to show whether the target audience was reached during the consultation.)</p> <p>Yes. The SPD was subject to public consultation between February 10 to March 20 2020. We consulted:</p> <ul style="list-style-type: none"> • Statutory bodies including neighbouring councils, Essex County Council, Parish & Town Councils, utility companies, Maldon Harbour Improvement Commissioners, health representatives and Government agencies such as Highways England, Homes England, Natural England, Historic England and the Environment Agency; • Local stakeholders including Business Forums, Essex Wildlife Trust, Sport England and Essex Police; • Developers, landowners and their agents; • Local businesses, voluntary and community groups; and • The public. 		

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In respects of the changes made to the SPD:

- Made greater reference to the Marine Management Organisation’s Marine Plans & Essex County Council’s Minerals and Waste Plans, SuDS Guidance & Sustainable Transport Strategy, as well as Essex Design Guide’s Commercial Buildings Guidance;
- Made specific reference to MDC’s Prosperity Strategy, Air Quality Management – Area Action Plan & Causeway Landscape & Public Realm Strategy;
- Updating references to developer contributions and Community Infrastructure Levy;
- Specific reference now made to project level Habitat Regulations Assessments being required.

1.4 If the analysis is regarding an existing Service, what are users’ views of that Service? (Base your view on evidence such as satisfaction surveys, levels of compliments and levels of complaints).

n/a

2. Equality Aims – consider how the proposal / policy / service meets the three Equality Aims listed in the Equality Act.

Aim	How does the proposal / policy / service meet the equality aim?	Action or addition needed in order that the proposal / policy / service meets the aim?
2.1 To eliminate unlawful discrimination, harassment and victimisation	The NQDB SPD is aimed at any applicant for planning permission, any landowner, asset owner or business.	n/a
2.2 To advance equality of opportunity between people who share a protected characteristic and those who do not	The NQDB SPD is aimed at any applicant for planning permission, any landowner, asset owner or business.	n/a
2.3 To foster good relations between those who share a protected characteristic and those who do not	The NQDB SPD is aimed at any applicant for planning permission, any landowner, asset owner or business.	n/a

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3. Equality Impacts – examine how the proposal / policy / service impacts on the community. Base the analysis on evidence. Attach additional documents if necessary.					
Impacts	Positive impact (X)	Could adversely impact (X)	No impact (X)	How different groups could be affected: Summary of impacts	Actions to reduce negative or increase positive impact
3.1 Age (What will the impact be on different age groups such as younger or older people?)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Subject to specific design specifications, mitigation projects in the NQDB SPD could benefit all age groups. Access to the waterfront should be improved through the provision of level walkway, which would mean people of all ages get to enjoy the river frontage.	
3.2 Disability (Consider all disabilities such as hearing loss, dyslexia etc as well as access issues for wheelchair users where appropriate)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Subject to specific design specifications, mitigation projects in the NQDB SPD could benefit the able, and disabled. Access to the waterfront should be improved through the provision of level walkway, which would mean people of all abilities get to enjoy the river frontage.	
Impacts	Positive impact (X)	Could adversely impact (X)	No impact (X)	How different groups could be affected: Summary of impacts	Actions to reduce negative or increase positive impact
3.3 Pregnancy and Maternity (Think about pregnancy, new and breastfeeding Mums)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Subject to specific design specifications, mitigation projects in the NQDB SPD could benefit all pregnant women or mothers with young children.	

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Impacts	Positive impact (X)	Could adversely impact (X)	No impact (X)	How different groups could be affected: Summary of impacts	Actions to reduce negative or increase positive impact
<p>3.4 Sex (is the service used more by one gender and are the sexes given equal opportunity?)</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Subject to specific design specifications, mitigation projects in the NQDB SPD could benefit all genders.	
<p>3.5 Gender Reassignment (Is there an impact on people who are going through or who have completed Gender Reassignment?)</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Subject to specific design specifications, mitigation projects in the NQDB SPD could benefit those people going through or who have completed gender reassignment.	
<p>3.6 Religion or belief (Includes not having a religion or belief)</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Mitigation projects in the NQDB SPD could benefit all religions or beliefs.	
<p>3.7 Sexual Orientation (What is the impact on heterosexual, lesbian, gay or bisexual people?)</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Mitigation projects in the NQDB SPD could benefit all sexual orientations.	
<p>3.8 Race (Includes ethnic or national origins including Gypsies and Travellers)</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Mitigation projects in the NQDB SPD could benefit people of all races.	

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Impacts	Positive impact (X)	Could adversely impact (X)	No impact (X)	How different groups could be affected: Summary of impacts	Actions to reduce negative or increase positive impact
3.9 Socio-Economic Group (Will people of any particular socio-economic group be particularly affected?)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Mitigation projects in the NQDB SPD could benefit people across all socio-economic groups in-directly through the creation of jobs, homes, visitor attractions and connections.	
<p>4. Is there a Cumulative Impact? (If the same group is the subject of many changes or reductions the overall impact is much greater. Consider what else is happening within Maldon District Council that may have an impact and also what we know is happening elsewhere (such as Essex County Council). See Guidance for further advice.)</p> <p>In development terms, the Local Development Plan is the adopted suite of statutory planning policies applicable to the District. Its equality considerations would have been accounted for prior to submission and during its examination. This SPD builds upon Policy S5 and the linked Central Area Masterplan (CAMP) and does not present any additional negative impacts that lead to greater cumulative impact; however, there should be greater positive cumulative impact.</p>					
<p>5. Outcome</p>					
<p>5.1 Consider all the analysis and evidence above and indicate</p> <p>(1) No change needed <input checked="" type="checkbox"/> (2) Adjust <input type="checkbox"/> (3) Adverse impact but continue <input type="checkbox"/> (4) Stop, remove the proposal / policy / service <input type="checkbox"/></p>					
<p>5.2 Adjustments</p> <p>If option (2) above is selected please detail what adjustments are needed, who is responsible and how that will be reviewed. Also outline how that will be agreed (ie Committee, CMT).</p>					
<p>5.3 Decision Making (How will this equality analysis be taken into account during the decision making process? For example will it be included with a report to Committee/CMT? Will it be considered at department level or by a Head of Service? How will community/stakeholders views be taken into account?)</p> <p>EqlA will be included in the Council Report as an Appendix.</p>					

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6.0 Next Steps
<p>6.1 If there was a lack of evidence or data held on which to base this assessment, how will that gap be addressed for the future?</p> <p>n/a</p>
<p>6.2 Summary of actions highlighted within this analysis (Include how this will be picked up within service/work plans)</p> <p>n/a</p>
<p>6.3 Arrangements for future monitoring of equality impact of this proposal / policy / service</p> <p>The SPD's effectiveness will be reviewed annually by the Council as part of its statutory Authority Monitoring Report. If it is proven to be ineffective, it can be reviewed.</p>
<p>6.4 Approved by (Manager or Head of Service signature and date)</p> <p>Matthew Winslow – November 2020</p>
<p>Once approved please forward this analysis to Cally Darby to arrange publication.</p>