

## 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.

<b>Title: Maldon District Local Development Plan Review</b>	<b>Date 02/08/2021</b>	<b>Officer Preparing M Winslow</b>
<b>1. Background</b>		
<p><b>1.1 Description of policy</b> (Including aims, outcomes and in the case of an existing service how long it has been delivered in its current format)</p> <p>The Maldon District Local Development Plan Review will establish an updated statutory planning policy framework for the District. It will replace the Local Development Plan that was approved in July 2017 covering the plan period to 2014-2029. It will contain policies covering settlement growth, housing, employment, economic development, town centres, the natural, built and historic environment, design, transport and infrastructure. It is recommended that the LDP Review will cover the period 2023-2040; extending its life by over a decade.</p> <p>The first publication associated with the LDP Review will be the Issues &amp; Options Report, which will capture the extent of the review and seek views on the updated vision and objectives, structure of the plan, the issues it will consider and options for addressing those issues.</p> <p>All policies are subject to a Sustainability Appraisal as required by legislation, which will be including specialist environmental and habitat assessments, as well as a Health Impact Assessment and this Equalities Impact Assessment. These will collectively and iteratively inform the preparation of the LDP Review, alongside evidence and public consultation.</p>		
<p><b>1.2 Who are the users of the proposal / policy / service</b> (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 with an interest in land use planning in the District (member of the public, business, developer, landowner, planning agent, Essex local authority or infrastructure commissioner/ provider.)</p> <p>The Planning Inspectorate or Secretary of State – for S78 appeals</p>		
<p><b>1.3 Have users been consulted with?</b> (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>The LDP Review is subject to statutory consultation and non-statutory engagement with users. This will be carried out in accordance with the Statement of Community Involvement and the relevant legislation and Regulations.</p>		
<p><b>1.4 If the analysis is regarding an existing Service, what are users' views of that Service?</b> (Base your view on evidence such as satisfaction</p>		

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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.**

<b>Aim</b>	<b>How does the proposal / policy / service meet the equality aim?</b>	<b>Action or addition needed in order that the proposal / policy / service meets the aim?</b>
<p><b>2.1 To eliminate unlawful discrimination, harassment and victimisation</b></p>	<p>The LDP Review provides an updated planning policy framework for land use and infrastructure planning &amp; delivery that will have a measured impact on a number of different users.</p>	<p>The policies are all in development, but the social, environmental and economic evidence being commissioned and the complementary assessments for the Review’s EQiA, Sustainability Appraisal and Health Impact Assessment will consider the needs of all and how they should be planned for. Policies will be written positively to ensure that they eliminate unlawful discrimination, harassment and victimisation every opportunity and mitigation measures will be made progressively to ensure protected characteristics are considered in the policies’ development.</p> <p>The policies will be subject to public consultation and refinement as they are drafted ahead of submission to the Secretary of State.</p> <p>The LDP Review will be subject to an Examination in Public, by an Independent Planning Inspector who will determine if the Plan is lawful and sound and can be adopted by the Council.</p>
<p><b>2.2 To advance equality of opportunity between people who share a protected characteristic and those who do not</b></p>	<p>The LDP Review provides an updated planning policy framework for land use and infrastructure planning &amp; delivery that will have a measured impact on a number of different users. This will include people who share a protected characteristic and those who do not.</p>	<p>The policies are all in development, but the social, environmental and economic evidence being commissioned and the complimentary assessments for the Review’s EQiA, Sustainability Appraisal and Health Impact Assessment will consider the needs of all and how they should be planned for. Policies will be written positively to ensure that they</p>

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		<p>advance equality at every opportunity and mitigation measures will be made progressively to ensure protected characteristics are considered in the policies' development.</p> <p>The policies will be subject to public consultation and refinement as they are drafted ahead of submission to the Secretary of State.</p> <p>The LDP Review will be subject to an Examination in Public, by an Independent Planning Inspector who will determine if the Plan is lawful and sound and can be adopted by the Council.</p>
<p><b>2.3 To foster good relations between those who share a protected characteristic and those who do not</b></p>	<p>The LDP Review provides an updated planning policy framework for land use and infrastructure planning &amp; delivery that will have a measured impact on a number of different users. This will include people who share a protected characteristic and those who do not and seek to foster good relations between them.</p>	<p>The policies are all in development, but the social, environmental and economic evidence being commissioned and the complimentary assessments for the review's EQiA, Sustainability Appraisal and Health Impact Assessment will consider the needs of all and how they should be planned for. Policies will be written positively to ensure that they advance equality at every opportunity and mitigation measures will be made progressively to ensure protected characteristics are considered in the policies' development.</p> <p>The policies will be subject to public consultation and refinement as they are drafted ahead of submission to the Secretary of State.</p> <p>The LDP Review will be subject to an Examination in Public, by an Independent Planning Inspector who will determine if the Plan is lawful and sound and can be adopted by the Council.</p>

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<b>3. Equality Impacts – examine how the proposal / policy / service impacts on the community. Base the analysis on evidence. Attach additional documents if necessary.</b>					
<b>Impacts</b>	<b>Positive impact (X)</b>	<b>Could adversely impact (X)</b>	<b>No impact (X)</b>	<b>How different groups could be affected: Summary of impacts</b>	<b>Actions to reduce negative or increase positive impact</b>
<b>3.1 Age</b> (What will the impact be on different age groups such as younger or older people?)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The LDP Review Issues & Options Report has considered how planning policies could impact all age groups, including housing, employment, and infrastructure for people of all ages.	The LDP Review Issues & Options Report is written age-blind, unless there is a national policy requirement to address specific needs such as older persons' housing or primary education, etc.  The LDP Review Issues & Options Report consultation will use approaches to seek feedback from a wide range of ages.
<b>3.2 Disability</b> (Consider all disabilities such as hearing loss, dyslexia etc as well as access issues for wheelchair users where appropriate)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The LDP Review Issues & Options Report has considered how planning policies could be reviewed to have a positive impact on people with disabilities, including through design measures and access to services.	The LDP Review Issues & Options Report consultation will seek feedback on whether there are any specific policies that could be written/ strengthened to positively address disabilities in the District. This will also be considered as part of the future Sustainability Appraisal & Health Impact Assessment.  The LDP Review Issues & Options Report consultation will make reasonable adjustments to seek feedback from a wide range of people.

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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
<b>3.4 Sex</b> (is the service used more by one gender and are the sexes given equal opportunity?)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The LDP Review covers planning policy that caters for all genders and sexes.	None required
<b>3.5 Gender Reassignment</b> (Is there an impact on people who are going through or who have completed Gender Reassignment?)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The LDP Review covers planning policy that caters for all genders and sexes.	None required
<b>3.6 Religion or belief</b> (Includes not having a religion or belief)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The LDP Review provides an updated Planning Policy framework at a District level to all customers regardless of religion or belief.  As part of the planning of new communities, spaces for places of worship can be accommodated in new developments.	The LDP Review Issues & Options Report consultation will seek feedback on whether there are any specific policies that could be written/ strengthened to positively address religion or belief.
<b>3.7 Sexual Orientation</b> (What is the impact on heterosexual, lesbian, gay or bisexual people?)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The LDP Review provides an updated Planning Policy framework at a District level to all customers regardless of sexual orientation.  As part of the planning of new communities, spaces for LGBTQIA+ venues can be accommodated in new developments.	The loss of existing LGBTQIA+ facilities through the planning process, can lead to LGBTQIA+ communities feeling more isolated and vulnerable. This may also be considered as part of the future Health Impact Assessment.

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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>3.9 Socio-Economic Group (Will people of any particular socio-economic group be particularly affected?)</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The LDP Review provides an updated Planning Policy framework at a District level to all customers regardless of their socio-economic grouping. This will include how the District can improve provision and protection for people on low incomes, people who are unemployed, people who do not have access to private transport and those who cannot access market housing or Traveller plots, for example. Likewise, the LDP Review will consider the needs of those that can access market housing, can access educational opportunities and have greater degrees of economic mobility.</p>	<p>The LDP Review Issues &amp; Options Report consultation will seek feedback on whether there are any specific policies that could be written/ strengthened to positively influence the District's opportunities for different socio-economic groups. This will be considered as part of the future Sustainability Appraisal &amp; Health Impact Assessment.</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.)

It is highly likely that there could be a cumulative impact to one or more of these groups with protected characteristics. This will be legally screened as part of the Sustainability Appraisal and considered by the complementary assessments examining health impact, where it is relevant.

Other plans or strategies and service provision in place at a District/ county/ national level will also have varying degrees of influence and impact; some positive, some negative – which has yet to be evaluated in full. This will include things such as the Essex School Organisation Plan, the Maldon District Corporate Plan, the Covid-19 Reset and Recovery Plans to name a few. A more comprehensive appraisal will be carried out for the statutory Sustainability Appraisal.

The Council will, as the Local Planning Authority for the Maldon District, work alongside its partners and Duty to Cooperate bodies such as Essex County

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Council, healthcare providers including the NHS, education providers and emergency services to address social, economic and environmental challenges facing the District's residents and businesses.

### 5. Outcome

#### 5.1 Consider all the analysis and evidence above and indicate

(1) No change needed  (2) Adjust  (3) Adverse impact but continue  (4) Stop, remove the proposal / policy / service

#### 5.2 Adjustments

**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 (i.e., Committee, CMT).**

Officers will continue to use evidence and the outcomes of public consultation and stakeholder engagement to inform the LDP Review's development until its submission to the Secretary of State in 2022/2023.

**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?)

The EqlA will be reviewed by the Strategy, Policy and Communications Manager and will be presented to the Planning Policy Programme Board and Planning Policy Working Group as required to help explain how policy development has been informed by the duties covered in the Equality Act 2010 and Human Rights Act 1998. The continual evolution and preparation of the EqlA by officers (and any external advisors) will be presented to Strategy & Resources Committee & Council seeking the LDP Review Issues & Options Report's approval and all future statutory stages of policy development. The EqlA will be published on the Council's website, along with the LDP Review document it relates to.

The Strategy & Resources Committee and Council will need to consider the feedback received on policies concerning any matter that could be interpreted under the EqlA and determine how the policies should be changed to make the adverse impacts identified either more positive/ or neutral.

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### 6.0 Next Steps

#### 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?

The Local Development Plan Review will include the undertaking of the following core evidence studies, which will seek information and understanding on a variety of topics to address gaps in evidence or data:

- Local Housing Needs Assessment
- Gypsy, Traveller and Travelling Showpeople Accommodation Assessment
- Nature Conservation Study
- Sustainability Appraisal and Integrated Assessment combining Health Impacts Assessment & Equalities Impact Assessment
- Strategic Flood Risk Assessment Review
- Water Cycle Study
- Transport Modelling
- Employment Land and Premises Study
- Infrastructure Study and Infrastructure Delivery Plan
- Green Infrastructure, Sport and Recreational Study
- Retail Needs Assessment
- Viability Study

This evidence will be reviewed and interpreted to help design and refine the new planning policy framework of the LDP Review.

In addition, the LDP Review will be supported by the purchase of a new Consultation and Engagement Platform by September 2021, which will, through technology solutions, help the Council engage as many users of the future planning policy framework as possible. This will include the ability to seek equality profile information from customers to improve equality monitoring.

#### 6.2 Summary of actions highlighted within this analysis (Include how this will be picked up within service/work plans)

1. **Consult on the LDP Review Issues & Options Report to determine the extent of the planning policy update for the Maldon District**
2. **Commission specific evidence or undertake in-house studies to determine how the District's planning policies need to respond to different needs and challenges**
3. **Implement a new Consultation and Engagement Platform by September 2021 from which to conduct effective statutory and non-statutory engagement of users, stakeholders and partners.**

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**6.3 Arrangements for future monitoring of equality impact of this proposal / policy / service**

There will be ongoing monitoring of the LDP Review and its EqIA by:

- Planning Policy Programme Board
- Extended Leadership Team Project Board
- Planning Policy Working Group
- Strategy & Resources Committee
- Council

**6.4 Approved by (Manager or Head of Service signature and date)**

Once approved please forward this analysis to Cally Darby to arrange publication.