

North Norfolk  
**Local Plan**  
2016 - 2036



## EQUALITY IMPACT ASSESSMENT

Regulation 18 Notification  
February 2016

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Planning Policy Team**

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# 1 Introduction to Equality Impact Assessment (EqulA)

## 1 Introduction to Equality Impact Assessment (EqulA)

- 1.1** The Equality Act 2010 requires the Council to pay due regard to the way it can eliminate:
- Discrimination, harassment, victimisation;
  - Promote equality of opportunity for everyone, and;
  - Encourage good relations between people of different backgrounds.
- 1.2** An Equality Impact Assessment (EqulA) is a tool that helps public authorities make sure their policies, and the ways they carry out their functions, do what they are intended to do and for everybody. Carrying out an EqulA involves systematically assessing the likely (or actual) effects of the above on people in respect of age, disability, gender, race, religion, belief, and sexual orientation. This includes looking for opportunities to promote equality that may have previously been missed or could be better used, as well as negative or adverse impacts that can be removed or mitigated, where possible. If any negative or adverse impacts amount to unlawful discrimination, they must be removed.
- 1.3** This EqulA template has been agreed with North Norfolk District Council's Human Resources Business Partner and in accordance with the draft North Norfolk Statement of Community Involvement (SCI).

## 2 Summary

- 2.1** This EquIA reviews the first stage of Local Plan preparation (the Regulation 18 Notification) in order to assess any potential impact on equalities of the broad themes being proposed to be included in the plan and from the methods of consultation.

### **Brief synopsis of assessment**

- 2.2** The evidence does not suggest that the broad themes proposed to be included in the Local Plan in the Regulation 18 notification document, or the consultation carried out during August-October 2015 will adversely affect any of the equality groups identified in the legislation.

## 3 Equality Impact Assessment: Regulation 18 Stage

### 3 Equality Impact Assessment: Regulation 18 Stage

#### 1. Title of the stage to be assessed

Regulation 18 Notification.

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#### 2. What were the aims and objectives of the stage?

Regulation 18 of the Local Planning Regulations (2012) is the first stage of plan-making and requires the authority to set out and consult on the broad themes to be covered by the emerging Local Plan.

The aim of a Regulation 18 Notification is to consult the specific and general consultation bodies as listed in the Local Planning regulations (2012) and other interested parties on the proposed subjects of the local plan and to provide opportunity for those bodies to comment on the themes proposed. This should ensure that the emerging Local Plan covers all subjects considered to be necessary to provide for the appropriate development in the district.

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#### 3. Who were the key stakeholders?

In accordance with the Local Planning Regulations (2012), the Council notified anyone who they considered had an interest, and the specific and general consultees as listed in the Regulations, including:

- people who live in, work in and visit North Norfolk;
  - individuals, organisations, landowners and development companies needing to make planning applications to the Council, and the professional planning agents and architects who represent them;
  - public sector organisations (e.g. Norfolk Constabulary, Norfolk County Council);
  - housing associations, registered social landlords and other organisations in the voluntary sector;
  - general consultees (e.g. local interest groups such as those representing different racial, ethnic or national groups, different religious groups, disabled persons, Gypsies, Travellers and Travelling Showpeople and older or younger people);
  - statutory bodies (e.g. the Environment Agency, Natural England, Historic England);
  - tenants and residents associations, community associations and any formal neighbourhood planning bodies which may be set up over the plan period, and;
  - neighbouring local authorities.
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#### 4. What evidence has been used for this assessment?

The evidence that has informed this assessment includes all comments received from the Regulation 18 Notification consultation and a review by staff of the consultation methods used, the consultation process including accessibility to documentation and all documents themselves.

# Equality Impact Assessment: Regulation 18 Stage 3

## 5. Have any equality concerns been raised?

	Yes	No	Not Known
Age		✓	
Disability		✓	
Gender		✓	
Race		✓	
Religion		✓	
Belief		✓	
Sexual Orientation		✓	

### 5a. What have people from relevant equalities groups told us about their concerns?

No concerns have been raised from particular equalities groups.

Comments were received in respect of age. In particular:

- the local plan should devote some attention to facilities and the welfare of the elderly (Thorpe Market Parish Council);
- small villages need new affordable homes to avoid stagnation and isolation of the elderly (E. Purdy);
- the Parish Council is keen to promote both affordable and private development in the parish to attract young families to help protect local services and facilities (Bacton & Edingthorpe Parish Council), and;
- solutions need to be found to ensure young people stay in the district (Anglia Maltings (Holding) Ltd).

## 6. Do different groups have different needs in relation to this stage?

	Yes	No	Not Known
Age	✓		
Disability	✓		
Gender		✓	
Race	✓		

### 3 Equality Impact Assessment: Regulation 18 Stage

	Yes	No	Not Known
Religion		✓	
Belief		✓	
Sexual Orientation		✓	

#### 6a. What are the potential outcomes for these equalities groups at this stage?

##### Subjects of the Plan

Whilst this stage of the process only looks at the broad themes proposed to be included in the new local plan, it is important to recognise that the needs of different equalities groups are considered throughout the process. The consequences of not recognising and addressing the different needs of different groups, could result in discrimination or a failure to promote the equality of opportunity for everyone.

##### Consultation Process

The consequences of not recognising and addressing the differing needs differing groups have for this consultation process could result in interested parties not having the opportunity to fully participate in the consultation.

#### 7. Is there a chance to: a) promote equality of opportunity and, b) promote good relations in the community?

	Yes	No	Not Known
Age	✓		
Disability	✓		
Gender		✓	
Race		✓	
Religion		✓	
Belief		✓	
Sexual Orientation		✓	

# Equality Impact Assessment: Regulation 18 Stage 3

## 7a. Is the potential for a positive or neutral outcome?

### Age / Disability

#### Subjects of the Plan

In terms of the broad subjects to be considered under the new Local Plan, it is considered that there is an opportunity to promote the equality of opportunity and promote good relations in the community in respect of age and disability. This is something that will need to be considered throughout the process, with the detail as to how this will be achieved being considered at later stages, in particular at the Options Development Stage.

#### Consultation Process

Through the Regulation 18 Notification consultation, there was the potential to promote the equality of opportunity and good relations in the community. Consultation methods were varied to ensure that they were accessible to all and consultation events were held in public and accessible places.

Specifically, consultation undertaken included a notification on the website, exhibition boards, the holding of a launch event, the use of social media, news releases, the publication of a newsletter, an Agent’s Forum, attendance at an annual Greenbuild Council event, notices on the internal internet, attendance at an internal Planning Officer meeting and direct emails and letters. Responses were encouraged through an online portal, email and post. Telephone numbers were also provided to enable consultees to discuss the consultation with Planning Policy Officers.

### Gender / Race / Religion / Belief / Sexual Orientation

#### Subjects of the Plan and the Consultation Process

No specific opportunities have been identified to promote the equality of opportunity and good relations in the community as part of the broad subjects for the Regulation 18 Notification or for the consultation process itself. Moving forward through the local plan process, there will be continual consideration of equality issues and opportunities considered when appropriate.

## 8. Is there evidence to suggest that the consultation may have a disproportionate adverse impact on an equalities group?

	Yes	No	Not Known
Age		✓	
Disability		✓	
Gender		✓	
Race		✓	
Religion		✓	
Belief		✓	
Sexual Orientation		✓	

## 3 Equality Impact Assessment: Regulation 18 Stage

### 8a. What is the potential impact and how do we intend to mitigate against it in a proportionate and relevant way?

#### Subjects of the Plan

It may be necessary, when developing policies which will affect specific equalities groups, to tailor consultation methods to their specific needs. Consideration of this will be made before future consultations, with methods adapted where possible, subject to financial and resource constraints.

#### Consultation Process

There is no evidence to suggest that the consultation methods used for the Regulation 18 Notification consultation have had an adverse impact on any of the equalities groups.

### 9. Outline any key recommendations and actions committed to in the future:

- Any issues raised in this EquIA will be taken into consideration in the development of policies and in the preparation of consultations on future stages of Local Plan production. Future policies and consultations must take account of the duty prescribed to Local Authorities in the Equality Act 2010;
- It is recognised that there are certain groups who have different needs at this stage (age, disability and race groups). Potential difficulties can arise given the nature and complexity of the issues discussed and the emphasis on on-line engagement. Moving forward, we will consider alternative consultation methods in order to engage in the most effective way with all audiences;
- Consideration will to be given to the timings of consultations. For example, this, consultation (which included writing to all of the schools in the district) started in August, when schools would have been closed for the summer. Whilst the consultation period was extended for two weeks to try and ensure interested parties had sufficient opportunity to comment, we will consider more the needs of our target audience when setting consultation timeframes, and;
- The preparation stage of future consultations will have a 'critical friend' stage built into the process. This will include asking planning colleagues, Council employees and third party interested parties (for example a Town Council Member) to review our documents to ensure that they are easy to understand and appropriate for the intended audiences.

### 10. On the basis of this assessment, should this policy go on to the further impact assessment stage?

Yes	No	✓
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### 11. Explain:

The evidence does not suggest that the Regulation 18 stage of Local Plan production could potentially adversely affect people due to age, disability, gender, race, religion, belief or sexual orientation. **A further impact assessment is only necessary if a potentially disproportionate negative impact has been identified.**

# Equality Impact Assessment: Regulation 18 Stage 3