



Wyre Council
Publication Draft Wyre Local Plan

Equality Impact Assessment

August 2017

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1.0 Introduction

This Equality Impact Assessment (EqIA) is part of the supporting evidence that has informed the Wyre Local Plan 2017. It has been produced in order to consider whether or not the policies in the local plan have the potential to be discriminatory or have differential impacts on members of our local communities.

This EqIA has been carried out by Len Harris, Senior Planning Officer, Planning Policy, Wyre Council. It is based on final draft policies of the Publication version of the Local Plan as of July 2017. If necessary it will be reviewed and amended prior to the submission of the local plan for public examination.

2.0 What is an Equality Impact Assessment?

An Equality Impact Assessment (EqIA) is a systematic way of examining whether a new or existing function, policy or process differentially affects any person or group of persons.

The EqIA can both identify any potentially discriminatory or negative consequences of a policy for a particular group, but can also be used positively to demonstrate the potential benefits for particular communities arising from a proposed policy or project.

EqIA's are not a legal requirement in England, but can be carried out as part of the council's Public Sector Equality Duty under the Equality Act 2010. To comply with the Duty due regard must be had to the following (which can be considered as aims of the Duty):

1. The need to **eliminate discrimination, harassment, victimisation** and any other conduct prohibited under the Equality Act 2010.
2. The need to **advance equality of opportunity** between persons who share a relevant protected characteristic (see below) and those who do not share it. This involves having due regard, in particular, to the need to:
 - a. **remove or minimise disadvantage** suffered by persons who share a relevant protected characteristic;
 - b. take steps to meet the **needs** of persons who share a relevant 'protected characteristic' that are different from the needs of people who do not share it. In relation to disabled people, this includes, in particular, steps to take account of disabled persons' impairments (disabilities); and
 - c. encourage persons who share a protected characteristic to **participate in public life** or in any other activity in which participation by such persons is disproportionately low.

3. The need **to foster good relations** between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to:

- a. **tackle prejudice**; and
- b. **promote understanding**.

In the context of these “aims”, the Duty requires the council to consider the effect or impact of its policies and practices on people who share the following ‘protected characteristics’:

- Age - this can be a specific age, or refer to people in specific age groups;
- Disability – this refers to persons with physical and/or mental impairments which have a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities;
- Gender reassignment – this refers to people in the process of transitioning from one gender to another;
- Marriage and civil partnerships - marriage can refer to a union between a man and a woman or between same-sex couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act). Note that the first aim of the duty applies to this characteristic (eliminate discrimination etc) but that the other aims (advancing equality and fostering good relations) do not apply.
- Pregnancy and maternity - pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth. Protection against maternity discrimination is for 26 weeks after giving birth,
- Race – this refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.
- Religion and belief - religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (such as Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.
- Sex - refers to the male or female.
- Sexual orientation - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

(Source: <https://www.equalityhumanrights.com/en/equality-act/protected-characteristics>)

3.0 Wyre Council Equality Policy

It is the policy of Wyre Council to value and celebrate the diversity of the communities living, working, visiting and learning in Wyre and recognise that this very diversity means that people come from different backgrounds, have different needs and problems and different life chances and experiences. The council recognises that the geographical make up of Wyre also means that there are different issues faced by those living in the urban and rural parts of the borough. Wyre's vision for equality and diversity is:

- To recognise people's different needs, situations and goals and give equality of outcome.
- To remove the barriers and inequalities that limit what people can do and improve life chances.
- To be a place where people can live in the ways they value and choose and where people from different communities get on well together.
- To make the Council an employer of choice.

Wyre council has identified at a corporate-level the following key equality and diversity key challenges facing those that live and work in the borough and those that visit:

- Issues of inequality of opportunity and of outcomes as a result of poverty and deprivation, predominantly in urban areas (*Age; Disability; Pregnancy and Maternity; Sex*)
- A disproportionately larger, ageing population and resulting increases in health/disability issues (*Age; Disability; Sex*)
- Issues of rural and social isolation, specifically on particular sections of the community, e.g. older people (*Age; Disability; Sex*)

To address the key equality challenges in Wyre, the council has identified six key Equality Objectives for 2015-2019. These were formally approved by Full Council on 3 March 2016 and can be found in the council's [Business Plan 2015/19](#). The first objective directly relates to the local plan. The full list of objectives is as follows:

- We will prepare a new Local Plan to manage and deliver development through to 2031 (*Equality Duty: Advance Equality of Opportunity*)
- We will work closely with Fleetwood Town Council to support "Team Fleetwood" and other initiatives to rejuvenate Fleetwood town centre (*Equality Duty: Advance Equality of Opportunity; Foster Good Relations*)

- We will work with our partners (LCC, Health, Police and Voluntary sector) to support integrated wellbeing, prevention and early help services to reduce demand on specialist services (*Equality Duty: Advance Equality of Opportunity*)
- We will deliver improvements to the Leisure Centre and Swimming Centre in Garstang by September 2016 (*Equality Duty: Advance Equality of Opportunity*)
- We will develop support services to help people to stay in their own home (*Equality Duty: Advance Equality of Opportunity; Foster Good Relations*)
- We will support Elected Members and Parish and Town Councils to improve neighbourhoods through empowering communities and encouraging active citizenship (*Equality Duty: Advance Equality of Opportunity*)

4.0 Methodology

There is no standardised methodology or template for the conduct of an EqIA. This EqIA follows a simple five stage process as described below.

Stage 1 - Initial screening – is an EqIA required?

Stage 2 - Scoping – defining the scope of the EqIA.

Stage 3 - Information gathering – identifying baseline information structures around the protected characteristics.

Stage 4 – Impact assessment - by making a judgement based on the best available information and evidence, the EqIA establishes the effect that a policy might have on an equalities community in the context of the three aims of the PSED detailed above. This impact may be:

- Positive (+)
- Negative (-)
- Neutral/no impact (o)
- Both positive and negative (+/-)

In some cases the impact may be unknown or unknowable (uk).

Where the impact is considered to be positive or negative across all groups but there are specific reasons to judge a particular impact on a protected characteristic, a double positive (++) or negative (--) is used. Ultimately, the potential impact is a matter of judgement.

The impact assessment has been framed around four simple questions which act as a guide for the process:

- i. What is the purpose and intent of the policy?
- ii. How is it intended to work? This question requires the impact assessment to ‘walk through’ the policy and its implementation consider what, barriers and opportunities emerge.
- iii. Who benefits and how? Are there any potential differential impacts for those sharing a protected characteristic and any potential disadvantage caused?
- iv. Are there likely to be any unintended consequences?

Stage 5 – Recommendations – recommended action to address negative impacts or otherwise improve the approach to equalities.

5.0 Screening the Wyre Publication Local Plan (Stage 1)

The policies of the Wyre Local Plan apply to the whole of the borough, including that part within the Forest of Bowland Area of Outstanding Natural Beauty. They will be used by the council to guide and manage development in the borough over the next 15 years. Once adopted, the new Wyre Local Plan will replace the existing 1999 Wyre Local Plan and will form part of the statutory Development Plan for Wyre Borough.

Broadly, the role of the Local Plan is twofold:

1. To identify key local issues and provide a set of strategic and development management policies to manage change; and
2. To identify the overall scale of development, including the need for housing and employment land, across the borough and to allocate sites accordingly.

The policies and allocations will be a material consideration in determining planning applications.

The Local Plan will ensure that appropriate forms of development can occur in the most suitable locations. It helps provide a level of certainty about what areas will be developed or protected in the future and for what purpose.

Given its geographical coverage and impact on social, economic and environmental matters there is the potential for the local plan to have implications for all communities who live and work in Wyre borough. As such, the Plan is relevant to the Public Sector Equality Duty and a full EqIA is required.

6.0 Scoping the Wyre Local Plan (Stage 2)

Consistent with its overall purpose as set out above, the local plan includes:

- A spatial vision for Wyre to 2031;

- 12 objectives to achieve the vision;
- A spatial development strategy to meet these objectives;
- Eight strategic policies to guide and control the overall scale, type and location of new development and infrastructure investment;
- Six Core Development Management policies that provide additional policy guidance;
- 11 policies relevant to housing matters, including establishing the number of homes to be built in the plan period; and
- 15 policies that are relevant to economic matters, including establishing the amount of employment land supply.

Using this as the basis, the EqIA will be structured around:

- Strategic policies;
- Core Development Management policies
- Housing policies
- Economy policies.

7.0 Information Gathering (Stage 3)

In order to carry out a meaningful EqIA it is important that the authority has a good understanding of the equality communities and the issues they may face. The tables below provide both a statistical summary of relevant social and economic data and an indication of potential issues faced (with an emphasis on the three dimensions of sustainable development – social, environmental and economic). In compiling this information, the following data sources have been used:

- 2011 Census.
- Wyre Authorities Monitoring Report 2016.
- Local Plan Spatial Portrait.
- Fylde Coast Strategic Housing Market Assessment 2013.
- Fylde Coast Gypsy and Traveller Accommodation and Related Services Assessment 2014 and 2016.
- Lancashire Insight – Area Profiles, available from <http://www.lancashire.gov.uk/lancashire-insight/area-profiles.aspx>

- House price to earnings ratios, 2005 to 2016 - Key findings for Lancashire-14 (July 2017), Lancashire County Council.
- Lancashire 14 Life Expectancy and Life Expectancy at 65, Lancashire County Council.
- The Guardian – Gay Britain What do Statistics Say, available from <https://www.theguardian.com/politics/reality-check/2013/oct/03/gay-britain-what-do-statistics-say>
- ONS Statistical bulletin: Sexual identity, UK: 2015 available at <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2015>

Age

Data

- Wyre has a larger proportion over the age of 50 and a significantly lower proportion aged 20-39 compared to Lancashire, the North West and England.
- Wyre's population is projected to age considerably by the year 2032. Age groups 15-24, 25-34 and 45-54 are all projected to decrease in population, especially the 45-54 age group which is estimated to significantly decrease by 22%. However, the age groups of 55+ are all projected to increase, especially the 75+ age group which is estimated to significantly increase by 41%.
- It is estimated that by 2024, Wyre's largest **single age year** making up its population will be 59 year olds. The most dominant age group (sorted in to 5 year groupings) in 2024 will be the 60 -64 year olds followed closely by the 55-59 year olds.
- The prevalence of **diabetes** is higher than the national average. The higher than average predicted increase in the proportion of older people expected over the next ten years is also likely to result in a higher than average rate of increase in the prevalence of diabetes as it is with many other diseases affecting older people (including dementia, circulatory disease, chronic obstructive pulmonary disease, osteoarthritis and cancer).
- Childhood obesity - prevalence rates for 10-11 year olds in Wyre (20.1%) are not significantly different to the England average (19.1%). For 4-5 year olds the rates are 8.2% for Wyre and 9.1% for England (2014/15). The rate has decreased for 4-5 year olds but has increased for 10-11 year olds when compared with the data for 2011/12 through to 2013/14.
- Wyre has the third highest prevalence of **cardiovascular disease** - (13.9%) in Lancashire, (Lancashire-12, 12.35%; England, 11.76%) and premature mortality rates for under 75's are higher in Wyre than the Lancashire and England rate. The main causes of CVD are tobacco use, physical inactivity, an unhealthy diet and harmful alcohol use.
- There are an estimated 2,985 over 65's with dementia in Wyre and Fylde and the target diagnosis rate of 67% has not yet been achieved. For Wyre, by 2025 the projections

suggest that there will be 2,499 people with dementia, which is the highest number in the Lancashire-12 and a 24% increase from the 2014 data. By this same period the Lancashire-12 average increase will be 9%. A JSNA study in 2016 highlights that Wyre has seen the second highest predicted rate of early onset of dementia in persons aged 30-64.

Issues

Affordable housing – this can be relevant to all age groups but have particular relevance to young people and ‘first time buyers’. It is noted that the average (median) house price to earnings ratio for Wyre in 2016 stood at 5.66, lower than the England average (7.72) but higher than the figures for Lancashire (excluding the Unitary authorities) (5.47) and the North West (5.62).

Care and age appropriate housing – access to appropriate levels of care, including sheltered and supported housing, and access to appropriate housing types and tenures can have particular implications for older and younger people.

Access to services and facilities – this may be a particular issue for the old and young in the rural areas of the borough who may not have access to transport.

Employment – access to employment can be a particular issue for younger people in parts of the urban area and rural communities. There is a specific issue in Wyre of retaining young people who would otherwise leave the borough to find employment.

Recreation - access to a range of recreation opportunities is important for healthy communities but may be particularly relevant to children, young people, young families and older people. Access to recreation to a wide range of recreation opportunities can help to tackle social isolation and contribute to addressing mental health issues.

Access to digital platforms – access to internet and telecommunications can assist with addressing isolation. This may be particularly relevant to older people and people in rural communities with limited internet access or mobile ‘phone coverage.

Disability

Data

- The 2011 census identified that 11.7 per cent of the population in Wyre have their day to day activities restricted by some form of limiting long-term illness. This was the highest in the Lancashire and is higher than regional and national figures.
- The 2011 census identified that 43.2 per cent of people in Wyre rated their health as ‘very good’ which is lower than regional and national figures. At the other end of the scale, 7.2 per cent of people reported their health as ‘bad’ or ‘very bad’, one of the worst rates in the Lancashire. Where identified, Wyre residents reported that stress has one of

the biggest negative impacts in terms of their health and wellbeing, followed by lack of physical activity and money.

- By 2025 it is predicted that Wyre will have the highest number of people over 65 (11,708) that will be unable to manage at least one **self-care** activity on their own across Lancashire overtaking Blackpool's figures.

Issues

Housing – access to appropriate housing, including adaptation.

Movement and design - specific movement and design requirements due to physical or sensory impairment, learning difficulties or mental health problems within the home or public environment in general.

Services and facilities - difficulty in accessing facilities and services, including those relating to health, due to lack of mobility, particularly in rural areas and areas with limited public transport provision.

Recreation - access to a range of recreation opportunities is important for healthy communities, and can help to tackle social isolation and allow those with a physical or mental disability to play an active part in life.

Access to digital platforms – access to internet and telecommunications can assist with addressing isolation.

Belief & Faith

Data

- 76% of the population in Wyre stated they were religious in the 2011 Census. 75% stated they were Christian which is higher than Lancashire (69%), the North West (67%) and nationally (59%).
- Other religions including Buddhist, Hindu, Jewish, Muslim and Sikh all had lower figures (2011 Census) in Wyre than regionally or nationally.
- 18% stated no religion (2011 Census), lower than Lancashire (19%), the North West (20%) and nationally (25%).

Issues

Services and facilities - provision of places of worship or other places to carryout belief-based activities.

Movement and design – design of new movement networks, development and spaces that improves or addresses issues of personal and public safety and encourages cohesive communities to develop.

Access to digital platforms – access to internet and telecommunications can assist with addressing isolation.

Gender

Data

- Whilst the differences between the percentages of males and females in employment have narrowed over the years, male employment rates continue to be higher but the gap is not excessive. The percentage of males in employment in Wyre is lower than the regional and national percentages whereas the percentage of females in employment is in line with the regional and national figures.
- Wyre's **gender attainment** gap was 4th highest in Lancashire-12 (1st being the greater difference in scores between males and females) with females tending to do better in GCSE examinations.
- There are differences in life expectancy across the borough - these generally correlate with areas of high deprivation. In the most deprived areas of Fleetwood life expectancy is 8.6 years lower for men, and 7.0 years lower for women than in the least deprived areas of the borough. However, taking the borough as a whole, the difference in life expectancy at birth is significantly greater for women than it is for men.
- Overall, life expectancy at birth is lower than the English average for males and females but higher than the averages for the north west and the Lancashire-12.

Issues

Movement and design – design of new movement networks, development and spaces that improves or addresses issues of personal and public safety and encourages cohesive communities to develop.

Employment – access to local jobs to support flexible working practices and parental responsibilities, including caring.

Caring - the caring responsibilities of both men and women and access to facilities and services.

Access to digital platforms – access to internet and telecommunications can assist with addressing isolation.

Gender identity (aka gender reassignment)

Data

There are no official statistics nationally or regionally regarding transgender populations. However GIRES (Gender Identity Research and Education Society, www.gires.org.uk) in evidence to the Women and Equalities Committee report on Transgender Equality estimated about 1% of the UK population, some 650,000 people, are likely to be gender incongruent to some degree. The Committee reported that discrimination and hate crime is a part of daily life for trans people.

Issues

Movement and design – design of new movement networks, development and spaces that improves or addresses issues of personal and public safety and encourages cohesive communities to develop.

Access to digital platforms – access to internet and telecommunications can assist with addressing isolation.

Marriage and civil partnership

Data

- 26% of the population in Wyre were single (never married or never registered a same-sex civil partnership) at the 2011 Census. Lower than Lancashire (32%), the North West (36%) and nationally (35%).
- 52% were married (2011 Census), higher than Lancashire (48%), the North West (45%) and nationally (47%).
- A higher proportion of residents in Wyre (10%) are widowed or a surviving partner from a same-sex civil partnership (2011 Census), compared to Lancashire (8%), the North West (8%) or nationally (7%).
- 256 (0.3% of the population) residents were in a registered same-sex civil partnership at the 2011 Census, a higher proportion than Lancashire (0.2%), the North West (0.2%) and nationally (0.2%).

Issues

Movement and design – design of new movement networks, development and spaces that improves or addresses issues of personal and public safety and encourages cohesive communities to develop.

Access to digital platforms – access to internet and telecommunications can assist with addressing isolation. This may be particularly relevant to those who are widowed or a surviving partner.

Pregnancy and Maternity

Data

- In 2015, the conception rate per 1,000 women under 18 in Wyre was 23, the 7th lowest in Lancashire. This was lower than the Lancashire and North West rate (25) but higher than the national figure (21).
- In 2015, the maternity rate per 1,000 women under 18 in Wyre was 11, the 6th lowest in Lancashire. This was lower than the Lancashire and North West rate (12) but high than nationally (10).

Issues

Movement and design – design of new movement networks, development and spaces that improves or addresses issues of personal and public safety and encourages cohesive communities to develop.

Access to digital platforms – access to internet and telecommunications can assist with addressing isolation.

Services and facilities – accessing services and facilities due to a lack of mobility and limited rural bus services in some areas.

Race

Data

- Wyre has much less ethnic diversity than Lancashire, the North West and England. A much higher proportion of the population than in the North West or in England were white at the 2011 Census.
- Although the ethnic diversity in Wyre is estimated to have increased by 2011, the white British population in Wyre remains 12.8 per cent higher than England.
- All groups other than white had a lower proportion of the population than regionally or nationally.

Issues

Movement and design – design of new movement networks, development and spaces that improves or addresses issues of personal and public safety and encourages cohesive communities to develop.

Access to digital platforms – access to internet and telecommunications can assist with addressing isolation.

Sexual Orientation

Data

Local population data is not available for sexual orientation. The Office of National Statistics report (based on the Annual Population Survey) that in 2015:

- 1.7% of the UK population identified themselves as lesbian, gay or bisexual (LGB) and that more males (2.0%) than females (1.5%) identified themselves as LGB in 2015.
- Of the population aged 16 to 24, there were 3.3% identifying themselves as LGB, the largest percentage within any age group in 2015.
- The population who identified as LGB in 2015 were most likely to be single, never married or civil partnered, at 68.2%.

However, Stonewall estimates that 5-7% of the national population are lesbian, gay or bisexual. Stonewall also report that there are significant health issues for many lesbian, gay and bisexual people and report difficulties in having these issues addressed. Many lesbian, gay and bisexual people suffer from multiple discrimination based on their age or presence of physical and mental disabilities.

Issues

Movement and design – design of new movement networks, development and spaces that improves or addresses issues of personal and public safety and encourages cohesive communities to develop.

Access to digital platforms – access to internet and telecommunications can assist with addressing isolation.

8.0 Impact Assessment (Stage 4)

This impact assessment mimics the structure of the local plan. For each policy the assessment provides a summary of the policy intent, identifies potential impacts (positive, negative, positive/negative, neutral, unknown) by protected characteristic and presents a conclusion, including the identification of any actions arising. Although the protected characteristic of marriage and civil partnership is only relevant to the first objective outlined above, for completeness the assessment has considered all objectives against this characteristic.

Strategic Policies

The Strategic Policies set out the strategic framework for development in Wyre with the aim of ensuring that growth is sustainable and takes place within the Borough's environmental limits. There are eight strategic policies as follows:

SP1 Development Strategy – sets out the overall planning strategy for the Borough which aims to achieve improved economic performance whilst minimising or negating environmental impact. The policy promotes sustainable extensions to the towns and rural settlements. It establishes a settlement hierarchy and key principle that where possible higher order settlements become the focus of greater levels of development. It promotes a strategic policy of ensuring that the majority of development takes place within settlement boundaries, whilst introducing Strategic Areas of Separation designed to protect the identity and distinctiveness of particular settlements.

SP2 Sustainable Development – is a general policy that reflects the national planning policy presumption in favour of sustainable development. It engenders a positive approach to locationally sustainable development that improves the economic, social and environmental conditions in the borough. It establishes criteria for the assessment of development proposals not covered by specific policies. Although covered by a separate policy there is specific reference to the need to ensure that development proposals support the borough's approach to improving the health and well-being of local residents. The policy addresses climate change mitigation and adaptation with particular reference to water efficiency and recycling.

SP3 Green Belt – sets out the policy basis for the extent of the borough's Green Belt and establishes the criteria that will be used to guide development in the Green Belt. It identifies uses that may be appropriate in the Green Belt.

SP4 Countryside Areas - sets out the policy basis for the extent of the borough's countryside and establishes the criteria that will be used to guide development in the countryside. It identifies uses that may be appropriate in the countryside. It provides the policy basis for the designation of the Coastal Change Management Area and sets out those uses to which any development will be limited.

SP5 Forest of Bowland AONB – establishes the principle of ensuring that development in the AONB has regard to the AONB management plan and the aims of the designation. It establishes the policy basis for restricting major development proposals within the AONB. It establishes the need for planning applications in the AONB to be supported an assessment of need, alternatives (outside of the AONB) and environmental impact.

SP6 Viability – establishes the principle that development should be viable. It sets out the criteria that the council will expect an applicant to have regard to if an argument is made for reduced compliance with local plan standards and requirements on the grounds of viability.

SP7 Infrastructure Provision and Developer Contributions – establishes the principle that development should make the best use of existing infrastructure. Where new or improved infrastructure is required to support sustainability objectives, it sets out an overarching policy for the achievement of developer contributions toward the provision of utility, transport, social, community and environmental infrastructure.

SP8 Health and Well-Being – promotes healthy communities and lifestyles. It sets the basis for the need for Health Impact Assessments where proposals are considered to have a public health impact.

EqIA

Policy	Age	Disability	B&F	Gender	Gender RA	MCP	P&M	Race	SO
SP1	++	++	+	+	+	+	+	+	+
SP2	++	++	+	+	+	+	+	+	+
SP3	++	+	+	+	+	+	+	+	+
SP4	++	++	+	+	+	+	++	+	+
SP5	o	o	o	o	o	o	o	o	o
SP6	uk	uk	uk	uk	uk	uk	uk	uk	uk
SP7	+	+	+	+	+	+	+	+	+
SP8	+	+	+	+	+	+	+	+	+

Positive (+), negative (-), neutral/no impact (o), or both positive and negative (+/-). In some cases the impact may be unknown or unknowable (uk).

Assessment – Policies SP1 and SP2 together embody the planning strategy for the local plan. They are necessarily “broad-brush” in much of their content. They emphasise the need for sustainable development with a focus on employment opportunities, improving housing quality and mix, environmental protection, the provision of services and facilities and design quality. Much of the detail lies in the remaining policies of the plan, but there is sufficient within the policies themselves to judge that overall the effect is likely to be positive for all protected characteristics. The policies emphasise the approach of concentrating development within settlement boundaries and focusing development in those settlements with the most services and facilities. This is a positive for many who may have limited access to private transport or limited personal mobility as a result of illness, disability or personal circumstances. This includes the ability to access local jobs. Together the two policies create the conditions to eliminate discrimination, advance the equality of opportunity, meet varied needs across all sections of our society and to encourage public participation in communal activities and in so doing to foster good relations.

Policy SP3 establishes the extent of the Green Belt (via the Policies Map) and establishes the uses that can and cannot be developed. Uses that could be developed include outdoor sport and recreation. The Green Belt exists in the urban peninsula only and its direct impact is therefore relatively limited in terms of population. However, the Green Belt allows land to remain open and potentially accessible for recreational purposes, including walking. It provides visual relief from the built environment and as stated above offers sport and recreation possibilities. It has the potential to allow people from all protected characteristics to partake in public activities and to foster good relations through personal contact. The policy makes provision for operational development that supports the continued operation of an educational establishment located in the countryside. This may have a positive impact on younger people and hence the age characteristic is given a ++ rating. Overall, therefore, the judgement is that the impact is positive for all protected characteristics.

Policy SP4 performs a similar function to SP3, but applies to the countryside outside of the Green Belt and includes the Forest of Bowland (see below). It takes a positive approach to the development of employment uses and rural businesses, rural affordable housing, sport and leisure and renewable energy. The policy also allows for the conversion of properties, under specified circumstances, for live/work units. This may especially benefit those with mobility constraints and as such the characteristics of age, disability and pregnancy/maternity have been given a ++ rating. As with SP3 in relation to the Green Belt, the policy also allows operational development that supports the continued operation of an educational establishment located in the countryside. This may have a positive impact on younger people and supports the ++ rating for the age characteristic. Broadly, the policy is judged to have a positive impact on most characteristics, contributing to economic and housing needs and, by virtue of the approach to sport and leisure, offers the possibility of improving public participation, fostering good relations across characteristics and, particularly important for rural communities, addressing rural isolation.

Policy SP5 protects the Forest of Bowland from inappropriate development. The upland area of the AONB (a national landscape designation) provides an important part of the visual character of the borough, particularly when viewed from the extensive lowlands, and contains a number of settlements. The policy contains a limited number of criteria by which development proposals can be judged but nothing in its content that can be specifically referred back to a protected characteristic. Its impact is therefore judged to be neutral.

SP6 can be considered to be a technical policy that addresses the viability of development and as such its impact is considered to be unknown or unknowable.

Policies SP7 and SP8, on the other hand, both have a strong community aspect, dealing with developer contributions to support infrastructure provision (social/physical/environmental)

and the promoting of healthy communities respectively. They are both considered to be positive in terms of potential outcomes for all protected characteristics, particularly in terms of meeting needs, reducing disadvantage and fostering good relations through the support for social infrastructure. They are considered to have the potential for positive impacts across all protected characteristics including MCP.

Core Development Management Policies

Summary

This section contains 6 detailed policies designed to manage development. These are:

CDMP1 Environmental Protection – creates a link between the economic, social and environmental aspect of sustainable development and the need to ensure that development has regard to sources of pollution or contamination and consequent impact on health, safety and amenity. Establishes the policy basis for assessing the impact of development in Air Quality Management Areas. Establishes policy for assessing developments in the vicinity of hazardous installations.

CDMP2 Flood Risk and Surface Water Management – sets out a detailed policy for the consideration of flood risk from all sources and how any such risk can be mitigated against. Establishes a detailed hierarchy of surface water drainage options.

CDMP3 Design – sets out the criteria against which the design of developments will be assessed with a view to establishing high standards of design.

CDMP4 Environmental Assets – establishes detailed policy to protect, enhance and mitigate any loss of the borough’s environmental assets including green and blue infrastructure, ecological features, landscapes and agricultural land. Provides the policy basis for the designation of Green Infrastructure.

CDMP5 Historic Environment – sets out criteria that will be used to assess applications impacting on the borough’s heritage.

CDMP6 Accessibility and Transport – sets out a series of criteria designed to ensure that development provides safe, efficient and convenient movement, encourages non-car travel, and has regard the needs of those with a disability and older people. Sets out policy for the consideration of development that affects public rights of way.

EqlA

Policy	Age	Disability	B&F	Gender	Gender RA	MCP	P&M	Race	SO
CDMP1	+	+	+	+	+	+	+	+	+
CDMP2	+	+	0	0	0	0	+	0	0

Policy	Age	Disability	B&F	Gender	Gender RA	MCP	P&M	Race	SO
CDMP3	+	+	+	+	+	+	+	+	+
CDMP4	+	+	+	+	+	+	+	+	+
CDMP5	o	o	+	o	o	o	o	o	o
CDMP6	++	++	+	+	+	+	+	+	+

Positive (+), negative (-), neutral/no impact (o), or both positive and negative (+/-). In some cases the impact may be unknown or unknowable (uk).

Assessment

Policy CDMP1 includes a strong public health element and as such can be viewed as having a general benefit across all communities – it is judged to advance the notion that all people should have equal opportunity to live in a healthy environment – regardless of characteristic. The policy recognises that some development can create harm, but that this harm should be mitigated against. Although this could be seen as a negative, there is nothing to suggest that people sharing protected characteristics will be specifically disadvantaged by the policy. As such it is judged to have an overall positive impact across all characteristics.

CDMP2 addresses the specific issue of flood risk and by both seeking to promote development in areas of lesser flood risk, and ensuring that development includes mitigation and adaptation measures, it has the potential to have a particular impact on those whose mobility may be limited. As such the policy is judged to positively benefit those with the characteristic of age, disability and pregnancy/maternity.

CDMP3 promotes a high standard of design across all developments. By emphasising the need for safe and secure environments, the need for permeability and connectivity, and good standards of amenity for both the host population and occupiers of new development, the policy should have a positive impact across all protected characteristics.

CDMP4 through its emphasis on environmental quality and the mitigation of development impact can be judged to have a positive impact across all communities. The definition and promotion of green infrastructure, including public open space, ecological features and the provision of cycle and foot paths, is specifically judged to positively address matters of equality of opportunity, (recreational) need, participation in public activities and fostering good relations, across all characteristics.

CDMP5 promotes the conservation and protection of heritage assets. It could be viewed as aiming to have a potentially positive effect across all communities. However there is limited direct connection between the policy and specific characteristics. The exception is the characteristic of belief and faith as the policy makes it clear that heritage assets have a cultural value. This can include buildings connected to belief and faith. As such the policy is judged to have a specific positive benefit for those sharing this characteristic.

The final core policy – CDMP6 – promotes a safe, secure and accessible movement environment and as such has a positive benefit across all characteristics. It can also be judged to have a positive impact across all characteristics by meeting need, promoting equality of opportunity and participation and fostering good relations, particularly through encouraging movement by foot or cycle for those able to undertake walking and cycling activity. There is a specific reference to the needs of older people and the disabled and as such these characteristics are given a ++ rating.

Housing

This section contains 11 policies covering a broad range of housing-related subjects as follows:

HP1 Housing Land Supply - states that the plan makes provision for 8,224 net additional dwellings between 2011 and 2031.

HP2 Housing Mix - seeks to widen the choice of housing types in terms of size, type, tenure available in Wyre. To meet the needs of an ageing population it specifically requires a proportion of dwellings to be of a design suitable or adaptable for older people. Where part of a larger scheme it seeks to make sure that such housing is appropriately located.

HP3 Affordable Housing - establishes the need for all new residential developments to contribute to the provision of affordable housing. Such housing is to be designed to be “tenure blind”.

HP4 Residential Curtilages - controls proposals to extend residential curtilages outside of settlement boundaries.

HP5 Replacement Dwellings in the Countryside – manages proposals to replace an existing dwelling outside of settlement boundaries in the light of potential impact on the character and openness of the rural area.

HP6 Rural Workers Accommodation in the Countryside – manages proposals for new rural worker’s dwellings.

HP7 Rural Exceptions - provides for the provision of affordable housing in rural areas outside of settlement boundaries under a specific set of circumstances.

HP8 Accommodation for Gypsy, Travellers and Travelling Showpeople - establishes a specific need for travelling show person plots and sets out the criteria that will be used to manage development proposals for gypsy and travelling showperson accommodation.

HP9 Green Infrastructure in New Residential Developments - establishes the need for residential developments to make appropriate provision of sufficient high quality green

infrastructure for its residents on site, or, where appropriate, for a financial contribution to be made for off-site provision. For developments of 10 or more units the quantum of green infrastructure must be provided in accordance with set standards.

HP10 Residential Mobile Homes and Caravan Parks – establishes that new caravans including chalets occupied as main or permanent residences will not be allowed outside settlement boundaries.

HP11 Houses in Multiple Occupation - sets out the criteria that will be used to manage proposals for HMO development.

EqlA

Policy	Age	Disability	B&F	Gender	Gender RA	MCP	P&M	Race	SO
HP1	+	o	o	o	o	o	o	o	o
HP2	++	+/-	+	+	+	+	+	+	+
HP3	++	+	+	+	+	+	+	+	+
HP4	o	o	o	o	o	o	o	o	o
HP5	o	o	o	o	o	o	o	o	o
HP6	+	o	o	o	o	o	o	o	o
HP7	+	+	+	+	+	+	+	+	+
HP8	+/-	+/-	+	+	+	+	+	+	+
HP9	+	+	+	+	+	+	+	+	+
HP10	o	o	o	o	o	o	o	o	o
HP11	+	o	o	o	o	o	o	o	o

Positive (+), negative (-), neutral/no impact (o), or both positive and negative (+/-). In some cases the impact may be unknown or unknowable (uk).

Assessment – Most of the housing policies are judged to have either positive or neutral impacts. The provision of housing (HP1), including affordable housing (HP3 and HP7) is a basic need and can be regarded as a positive across all characteristics through the promotion of equality of opportunity (although it is acknowledged that for some people the development of new housing in their locality may be regarded as a negative as a result of a loss of countryside or other spaces). However, HP1 itself does not suggest any differential impacts. Even so, the characteristic of age features in other housing policies which are reliant on HP1 as the source of housing land supply. As such, this characteristic is given a + rating whilst the policy is judged to be neutral for the remaining characteristics.

Policy HP2 aims to widen housing choice in terms of house types. This can be viewed as offering a general benefit across all characteristics by promoting equality of opportunity and providing the opportunity to meet specific requirements. With respect to age, as shown above the consequence of a growth in older people is a particular issue for Wyre. Consequently, HP2 contains a specific requirement relating to the housing needs of an aging population, including reference to design matters. The policy is judged to have a particular

impact on this characteristic which is give a ++ score. However, the policy lacks clarity in its application to those with a disability beyond that connected to an ageing population. As such although the policy may have a benefit for some people with a disability or restricted mobility it does not acknowledge that physical and mental health disability is not simply connected to age. The characteristic of disability is therefore given a +/- rating.

The affordable housing policy (HP3) can be viewed as offering a general benefit across all characteristics by promoting equality of opportunity and providing the opportunity to meet specific needs. A double plus rating for the characteristic of age is given as it is acknowledged nationally that the housing needs of younger people is a particular issue in many communities.

Policies HP4, HP5 and HP6 are generally judged to have neutral impacts, although the latter – regarding agricultural workers dwellings – may support the retention of younger people within the farming community. As such, the policy may have a positive benefit on the characteristic of age.

Policy HP8 is generally judged as having a positive impact. It is recognised that there is no specific provision for Gypsies or Travellers (a position supported by the evidence base), although the policy does not prevent such provision gaining planning permission subject to the criteria included. The policy includes the allocation of land for travelling showpeople who themselves will demonstrate a range of protected characteristics. However, national policy requires that planning policy be focused on provision for those who are travelling or have temporarily ceased to travel. As such there may be a negative impact on older gypsies, travellers and showpeople and those who have ceased to travel as a result of disability.

Policy HP9 which concerns the provision of green infrastructure within residential developments is judged as having a positive impact by promoting equality of opportunity across all characteristics, encouraging participation and fostering good relations.

By requiring the development of caravans and mobile homes provision for permanent occupation to take place within settlement boundaries, Policy HP10 reflects the position taken by policy SP4 (Countryside) regarding permanent residential structures. This is judged to have a neutral impact

Policy HP11, which is designed to assess planning applications for HMOs is judged as having a potentially positive impact on age as it could encourage the provision of diversity in the housing stock and provide accommodation for younger people or older single people.

Economy Policies

Summary

This section contains 15 policies covering a broad range of subjects relating to the promotion and management of the local economy, the establishment of a hierarchy of centres and the control of retail and leisure uses.

EP1 Employment Land Supply – sets out the required supply of employment land for allocation.

EP2 Existing Employment Areas – provides guidance on the type of uses that will be allowed in existing employment areas.

EP3 Existing Employment Sites – aims to protect existing employment areas from non-employment-related uses. Establishes the criteria that will be used to assess the appropriateness of proposals for non-employment uses.

EP4 Town, District and Local Centres – Establishes a hierarchy of centres and the policy basis for focusing directing retail, leisure and other appropriate uses to these areas. Supports the vitality and viability of defined centres but also protects isolated local convenience stores as an important local resource.

EP5 Main Town Centre Uses – provides the policy basis for relating the scale of proposals to the place of the relevant centre within the hierarchy set out in EGP4. Sets out the policy for assessing retail proposals outside of Primary Shopping Areas and establishes the need for certain proposals to undertake an impact assessment designed to protect the vitality and viability of existing centres.

EP6 Development in Defined Primary and Secondary Shopping Frontages – provides the policy basis for establishing primary and secondary shopping frontages and their protection from uses that would impact upon their retail function.

EP7 Local Convenience Stores – allows for the development of local convenience stores within settlement boundaries but outside of defined centres provided that given criteria are met.

EP8 Rural Economy – provides policy support for the diversification of the rural economy and expansion of existing businesses (including recreation opportunities and visitor attractions) provided that certain criteria are met.

EP9 Holiday Accommodation – supports extensions to existing holiday accommodation and new short-stay touring caravan and camping sites.

EP10 Equestrian Development – establishes the criteria for managing proposals for equestrian facilities, including the need for a sequential approach to site selection.

EP11 Protection of Community Facilities in Rural Areas – establishes the principle that uses in rural areas considered to have importance to the sustainability of the community in which they are located should be protected unless proven to be unviable.

EP12 Renewable Energy – establishes the policy basis for the support of renewable or sustainable energy schemes subject to a series of criteria designed to ensure that such developments are appropriately located and impacts identified by local communities are fully addressed.

EP13 Telecommunications – supports the granting of planning permission for new telecoms equipment subject to criteria designed to ensure that such development is appropriately sited and designed.

EP14 Outdoor Advertisements and Directional Signs – supports the granting of planning permission for these uses subject to criteria designed to ensure that public safety and amenity considerations are addressed.

EP15 Security Shutters – controls proposals for shutters/grilles with the aims of ensuring that external shutters are only allowed in exceptional circumstances and design impacts on the existing building fabric are considered.

EqlA

Policy	Age	Disability	B&F	Gender	Gender RA	MCP	P&M	Race	SO
EP1	+	o	o	o	o	o	o	o	o
EP2	+	+	+	++	+	+	++	+	+
EP3	o	o	o	o	o	o	o	o	o
EP4	+	+	o	o	o	o	o	o	o
EP5	++	++	+	+	+	+	+	+	+
EP6	+	+	o	o	o	o	o	o	o
EP7	+	+	o	o	o	o	+	o	o
EP8	++	++	+	+	+	+	++	+	+
EP9	o	o	o	o	o	o	o	o	o
EP10	o	o	o	o	o	o	o	o	o
EP11	+	+	+	+	+	+	+	+	+
EP12	o	o	o	o	o	o	o	o	o
EP13	+	+	+	+	+	+	+	+	+
EP14	+	+	o	o	o	o	+	o	o
EP15	o	o	o	o	o	o	o	o	o

Positive (+), negative (-), neutral/no impact (o), or both positive and negative (+/-). In some cases the impact may be unknown or unknowable (uk).

Assessment - Policies EP 1, 2 and 3 collectively aim to provide a supply of land for employment development and to protect against the loss of existing employment land and premises. Although these policies can be considered to have positive impact across all communities, as they seek to promote and protect the local economy and grow personal wealth, their specific impact on specific protected characteristics is judged to be largely neutral. However, policy EP1, by identifying an employment land supply offers the potential to improve employment prospects for younger people, supporting a more balanced population profile. Further, policy EP2 by allowing for the development of cafes, crèches and gyms supports participation and the fostering of good relations by providing opportunities for people sharing similar and different characteristics to meet and share experiences. This policy is therefore judged to have a positive benefit across all characteristics but a double positive impact on pregnancy/maternity and gender as a result of the allowance for crèche provision.

Policy EP4 is identifying and supporting a hierarchy of centres supports the sustainable development of retail, leisure and town centre uses. Although the policy is relatively broadly drafted in its wording, maintaining the vitality and viability of centres within the hierarchy has a universal benefit. In particular there may be differential benefits for those without access to a private vehicle, or whose mobility is impaired, including younger people and the elderly. Support for leisure activities provides an opportunity for shared participation and the fostering of good relations across all characteristics. EP5 specifically supports the provision of appropriate uses - including leisure - in town centres. Both policies are judged to have the potential to be beneficial across all characteristics, but particularly for the characteristics of age and disability.

By seeking to protect shop frontages from non-retail use within town centres, Policy EP6 is judged to have a positive impact for all communities, although the implications for specific protected characteristics is more difficult to judge. However, as with EP4 and 5 above, it is reasonable to assume that the protection of local shopping has a differential positive impact on those whose mobility may be impaired or who are reliant on public transport or walking/cycling to access retail services. As although the policy is generally judged to have a neutral impact, there is likely to be a positive impact on the needs of those who share the characteristics of age and disability. In allowing for the development of local convenience stores within settlement boundaries, Policy EP7 can also be judged to have a particular role in meeting the needs of those with limited mobility or access to private transport.

Policy EP8 supports the expansion of the rural economy. Again its impact may differentially benefit meeting the needs of those with limited mobility or access to private transport. More specifically, the support for the provision of digital infrastructure may provide a benefit for those across all characteristics suffering from isolation.

Policies EP9 (Holiday Accommodation) and EP10 (Equestrian Development) are aimed at very specific development types whose impact on those who share similar protected characteristics is judged to be neutral. In contrast Policy EP11, by seeking to protect rural community facilities – albeit undefined- has the potential to have a positive impact across all characteristics, particularly if such uses are communal in nature.

Policy EP12 is designed to manage development proposals for renewable energy. As such it has the potential to benefit the whole of the community through the use of more sustainable sources of energy and may, over time, and at a national-level, assist with the reduction of fuel poverty. However, the policy does not contain any elements specific to a protected characteristic. On balance, the impact is judged to be neutral.

Policy EP13 is a short policy on the siting of new telecommunications equipment. The impact is judged to be positive as a result of the potential improve access to digital infrastructure which can be of benefit for those suffering from social and economic isolation.

Policy EP14 on outdoor advertisements and signs is considered to have a broadly neutral impact, however the policy requires a consideration of public safety impacts, including ensuring that pedestrian movement is not hindered. As such the policy could have a positive impact on the characteristics of age, disability and pregnancy/maternity.

Policy EP15 seeks to limit the development of external security shutters. Although there may be implications for the perceptions of safety, this is not an inherent aspect of the policy. As such the judgement is that there is likely to be a neutral impact across all characteristics.

9. Recommendations (stage 5)

1. Policy HP2 regarding housing mix should be amended to reflect the housing needs of those with a physical and/or mental health disability.

2. A number of policies could be supported through the publication of supplementary planning documents that will be able to add more detail on their practical application and build upon existing best practice, particularly in terms of applicability to those sharing protected characteristics where issues of mobility, access and safety are important. This will help users of the environment, decision makers and developers alike. It is recommended that supplementary planning documents are produced for the following policies which have a strong link to design and mobility issues:

- **CDMP3 Design**
- **CDMP6 Accessibility and Transport**
- **HP2 Housing Mix**

3. The annual Authorities Monitoring Report produced by the Planning Policy team provides a means of monitoring both the impact of policies, the social, economic and environmental context in which they operate and progress towards the strategic objectives. For a number of equality characteristics, particularly age, there is good data that can be used to identify current and emerging issues. For others, in particular relating to sexuality and transgender, there is limited or no local information. This is a national issue as much as a local one. However it is recommended that the AMR be reviewed to specifically address the equality characteristics and to ensure that appropriate data sources are identified and utilised as appropriate.

4. When a review of the Wyre Local Plan takes place, it would be appropriate to carry out an equality impact assessment, to assess any policy changes and their effects.

10. Conclusion

This EqIA has reviewed a total of 40 policies to understand whether any could singularly or cumulatively have a differential impact on the aims of the Public Sector Equality Duty. It has found that the policies as written do not discriminate against any member of the community with a protected characteristic. It has found that the policies largely have a positive or neutral impact on the aims, and, particularly in relation to the characteristic of age, a number are judged to have a specific positive intent. It is also noted that policies designed to have a positive impact on the provision of public spaces and opportunities for people to mix and develop positive relations, are regarded as having benefits across the characteristics. A small number of recommendations have been made to improve the visibility of the disability characteristic and promote the development of detailed supplementary planning guidance and good practice.