



Woking Local Development Document

**Development Management Policies DPD
Equalities Impact Assessment**

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Produced by the Planning Policy Team

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1.0 Introduction

- 1.1 This paper has been prepared to inform the Woking Borough Council Development Management Policies DPD. The Development Management Policies is a key document of the Council's Local Development Documents (LDD). The main purpose of the Development Management Policies DPD is to prepare detailed policies to help determine day to day planning applications. They offer detailed, often criteria-based policies in areas of policy where further detail is needed beyond that contained in the Woking Core Strategy (2012).
- 1.2 In October 2010 the Equality Act 2010 came into force, simplifying the existing equality laws and bringing them together within one piece of legislation. An Equality Impact Assessment (EIA) has to be carried out for all services and policies delivered by Local Authorities. A key part of the Act is the public sector Equality Duty, which came into force in April 2011.
- 1.3 The Equality Duty has three aims. It requires public bodies to have **due regard** to the need to:
- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
 - advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
 - foster good relations between people who share a protected characteristic and people who do not share it.
- 1.4 Having due regard means consciously thinking about the three aims of the Equality Duty as part of the process of decision-making. This means it is important to understanding the potential effects of policies and activities on different groups. EIA's are a way of recording this process.
- 1.5 The act protects people from discrimination on the basis of the following protected characteristics:
- race
 - sex
 - sexual orientation (lesbian, gay, bisexual or heterosexual)
 - disability (or because of something connected with their disability)
 - religion or belief
 - being transsexual (called gender reassignment in law)
 - pregnancy
 - age (this applies only at work or if someone is being trained for work)
 - marriage and civil partnerships (this applies only at work or if someone is being trained for work).
- 1.6 The purpose of the EIA is to highlight the likely impact of the strategy and policies on the target groups and to take action to improve the policies where appropriate as a result.
- 1.7 This document sets out the EIA of the Development Management Policies DPD.
- 1.8 For the purpose of this assessment, the following equality groups, as identified in the Council's Equalities Impact Assessment have been considered:

- Gender
- Race
- Disability
- Sexual orientation
- Age
- Religion or Belief
- Pregnancy and maternity
- Marriage and civil partnership
- Socio-economic background

1.9 The groups are not homogeneous and people within these groups have different and individual needs. Many will be members of several of the targeted groups. Their experience of unlawful discrimination can involve a variety of factors.

1.10 The Council has a strict and standard procedure for monitoring the equalities impacts of its key decisions. An Equalities Impact Assessment (EIA) has to be submitted with every report going to a Woking Borough Council Committee; an example of the template for assessment is included at Appendix 1. The Development Management Policies document has gone through a number of stages and has been reported to the relevant Committees of the Council at each stage. At all of these stages, an EIA has been carried out to assess the impacts of the Development Management Policies on the identified groups. If there is a positive impact, it asks it to be clarified if this is eliminating discrimination, advancing equality and good relations. If the impact is negative it asks what action can be taken to mitigate the impact.

2.0 Woking 2027

2.1 Local Development Documents (LDDs) form a portfolio of planning documents, which the Council wishes to prepare. Collectively, they provide the policy framework for managing development in the area. The DM Policies DPD is an important part of the LDDs.

2.2 The Council has made a conscious decision to put community involvement at the centre of preparations of its LDDs. In this regard, it has prepared an SCI that sets out how and when the Council will involve the community and other interested people and organisations ('stakeholders') in the preparation of its planning policy documents, and also in the consideration of planning applications in Woking. The latest SCI was adopted by the Council in February 2015. The SCI ensures that all sections of the community are consulted and involved in the preparation of LDDs. In accordance with the Planning Act the DM Policies DPD has been prepared in accordance with the SCI. In addition, a consultation database has been established to ensure that all stakeholders and sections of the community are directly consulted on the preparation of LDDs.

3.0 Development Management Policies

3.1 The Development Management Policies is an LDD that will significantly contribute towards the comprehensive delivery of the Core Strategy.

3.2 The Development Management Policies covers various issues such as design and access, noise, advertisements and shop fronts, specific leisure developments, residential extension and tree protection. The main purpose of the DPD is to prepare detailed policies to help

determine day to day planning applications and facilitate the delivery of the Woking Core Strategy (2012).

- 3.3 The Development Management Policies has been produced following consultation with various stakeholders from the very initial stages of DPD preparation, including statutory consultation bodies, professionals in specialist areas, Councillors and neighbouring authorities. Development Management colleagues have been consulted on the policies throughout, as they will be one of the primary users. Public consultation has taken place at two stages during the preparation of the document and each consultation has been held over a period of six weeks to give people significant time to respond. Further information detailing the consultation on the DPD can be found in the SCI (page 13) and the Development Management Policies DPD Consultation Statement Regulation 22, (February 2016).
- 3.4 The Development Management Policies will be formally submitted to the Government in February 2016 and the soundness of the document will be considered by a Government appointed independent Inspectorate at Examination in May 2016. This EIA will be a key supporting document to the Development Management Policies.

4.0 Equality Impact Assessment

- 4.1 Equality issues have been embedded into entire process of the preparation of the Development Management Policies DPD to ensure they have been fully considered and addressed if necessary; this has been an integral and interactive part of the preparation of the plan. The Planning Policy team liaised with the Council's Equalities Officer at the initial scoping stage of the document, to ensure the correct approach was taken. The Council has a standard approach (as highlighted in paragraph 1.10) using the EIA template to assess the impacts of all of its aspects on the key elements of equality.
- 4.2 Four Equality Impact Assessments have been undertaken for the Development Management Policies, at the following stages:
- Agreement of work programme for DPD, June 2012
 - Draft Development Management Policies (Regulation 18), January 2015
 - Publication document (Regulation 19), October 2015
 - Submission document, January 2016
- 4.3 In all of the EIAs undertaken for the Development Management Policies no issues requiring action to be taken were identified. Therefore, no specific actions were required to be taken forward in any of the policies.
- 4.4 Throughout the entire consultation process, including the two public consultations and meetings with other stakeholders, no equality issues were raised. Nevertheless, the Council will continue to monitor the application of the policies to ensure that any potential issues that could emerge are addressed.

5.0 Conclusion

- 5.1 This EIA has examined whether the Development Management Policies DPD will cause adverse impact or discriminated against different groups in the community.

- 5.2 Equalities issues have been taken into account at each stage of the Development Management Policies DPD development using the Council's standard EIA template approach to assess the impacts of all of its aspects on the key elements of equality.
- 5.3 In all assessments and consultation received no issues of equalities were identified. The Council has a number of other plans and strategies that complement the delivery of the Development Management Policies DPD to deliver positive impacts on a number of identified disadvantaged groups. The Design SPD which clarifies in detail requirements to be met for lifetime homes, access arrangement, which all have relevance to the accommodation needs of the elderly and vulnerable groups. The Site Allocations DPD (emerging) allocates pitches for Travellers to meet an identified accommodation need.
- 5.4 Based on the available information it is not considered that any measures are required to mitigate against any adverse impact a policy may have. The Council will however, monitor the implementation and impact of the Development Management Policies against the objectives of the Core Strategy through the production of the Annual Monitoring Report (AMR) and address any issues that could potentially arise in the future.

Appendix 1: Equality Impact Assessment Template

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

		Positive impact?			Negative impact?	No specific impact	What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS
		Eliminate discrimination	Advance equality	Good relations			
Gender	Men						
	Women						
Gender Reassignment							
Race	White						
	Mixed/Multiple ethnic groups						
	Asian/Asian British						
	Black/African/Caribbean/Black British						
	Gypsies / travellers						
	Other ethnic group						

		Positive impact?			Negative impact?	No specific impact	What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS
		Eliminate discrimination	Advance equality	Good relations			
Disability	Physical						
	Sensory						
	Learning Difficulties						
	Mental Health						
Sexual Orientation	Lesbian, gay men, bisexual						
Age	Older people (50+)						
	Younger people (16 - 25)						
Religion or Belief	Faith Groups						
Pregnancy & maternity							
Marriage & Civil Partnership							
Socio-economic Background							

The purpose of the Equality Impact Assessment is to improve the work of the Council by making sure it does not discriminate against any individual or group and that, where possible, it promotes equality. The assessment is quick and straightforward to undertake but it is an important step to make sure that individuals and teams think carefully about the likely impact of their work on people in Woking and take action to improve strategies, policies, services and projects, where appropriate. Further details and guidance on completing the form are [available](#).